

Freedom to Be Me: Transgender Attorneys in the Legal Workplace

*By Charisse Dengler and
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The World Professional Association for Transgender Health defines gender dysphoria as “a condition in which one’s identification and desire to live as a member of the other sex is deep-seated, unavoidable, and overwhelming.” For Phyllis Randolph Frye, Shannon Minter, Mia Yamamoto, and Joann Prinzevalli, these words couldn’t ring more truly.

All four of these well-respected,

successful attorneys were born the wrong gender. In other words, at very young ages, all of them realized that their psychological identities didn’t match up with their physical identities. Upon this realization, each has dealt with his or her gender dysphoria in varying ways, and all have gone on to live happy and fulfilling lives.

Theirs are some of the best-known

For clarity purposes, subjects are referred to using pronouns reflecting the genders they were born as when referring to events that took place before they made their choices to change their physical genders. Otherwise, they are referred to using pronouns reflecting their current genders.

voices in today’s transgender community, boldly demanding acceptance and equality for all; and their stories, though spotted with struggle and pain, are stories of inspiration and freedom that serve to illustrate how the legal profession is leaving its traditionally stuffy demeanor behind and evolving into a profession where all are welcome.

Phyllis Randolph Frye

Phyllis Randolph Frye, a transgender lesbian attorney in Houston, TX, has been through her share of battles, but the easy, nonchalant way in which she looks at life shows that they’ve only served to make her stronger.

Five feet and 10 inches of outspoken, voluptuous woman, Frye is more than a little intimidating...and not just because she used to be a man. Frye is one of those people who just seem to know who they are and what they were made for--one of those people who make you want to scramble hastily toward your dreams in a slapdash attempt to catch up with them.

Frye, born Phillip, grew up as a young man, complete with Eagle Scout badges and a buzz cut. However, Frye knew as early as six years old that he

“In fact, he said, if anything, he is more respected in the legal field now that he is a man.”

was different from other boys, that his mind was telling him he was a girl.

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www.ntac.org

The Renaissance Transgender Association, Inc.
www.ren.org

TransGenderCare
www.transgendercare.com

National Center for Transgender Equality
www.nctequality.org

Transgender Law Center
www.transgenderlawcenter.org

Transgender at Work
www.tgender.net/taw

The National Center for Lesbian Rights: Transgender Law Project
www.nclrights.org/projects/transgenderproject.htm

While this realization is never an easy one to explain to others in your life, it was particularly hard for a young man raised in San Antonio, TX, during the 1950s to talk about.

Throughout the next 28 years of his life, Frye played the part of a man the best way he knew how, going on to join the Army, get married, and have a son. Behind closed doors, though, Frye found himself cross-dressing, a habit that eventually led to the demise of his marriage, his discharge from the army, and his attempted suicide.

However, strange as it may sound, it was his attempted suicide that ended

up leading him to realize that he wanted to live. In 1972, Frye met and fell in love with a woman who was confident enough in herself and so completely in love with the person Frye was that she didn't even mind his cross-dressing; she told Frye that with all the things wrong with men of the time, she felt pretty lucky.

During their time of wedded bliss, Frye finally began making his permanent transition into Phyllis, and that's when his professional troubles began. Fired from his job at S&B Engineers when news of his transition became common knowledge, Frye embarked on what turned out to be a long period of unemployment, during which his wife

supported the two of them. After Frye was denied job after job after job, both Frye and his wife agreed it was best for him to start the voice lessons and electrolysis that would help transform Phillip into Phyllis.

Met with harsh opposition by both sets of their parents, Frye's ex-wife, and their neighbors, the couple plowed on, leaning on each other for support.

In 1977, Frye enrolled in the University of Houston's business school in order to receive

money from the government. A year later, he began hormone treatment. Over the following six years, the hormones helped to create a soft, rounded woman where a muscular man had once been, and Frye couldn't have been more pleased. However, unlike some transgender people, Frye stopped there, opting not to go through with sex reassignment surgery.

Frye entered law school at the University of Houston in September of 1978 as Phyllis. While in law school, she founded a student organization called Law Students and Friends of Gays and Lesbians*, was elected as a representative to the Democratic Party's state party convention, and helped to do away with Houston's cross-dressing law; but even with these accomplishments under her belt, she was still not able to find a job. In fact, it wasn't until 1986 that she was approached by a client who was looking for a gay attorney. That phone call led to the placement of an ad for legal representation in *This Week in Texas*, a magazine for the gay and lesbian community, and the rest, as they say, is history.

Frye has no regrets about the choices she made in her life that led her to where she is now. "It has been a most interesting journey with some tears, hurts, and struggles and with many wins, successes, and joys. I have opened doors for a lot of people," she said.

"I've seen more love and affection and beauty than I could've even imagined existed before my transition."

25 years after graduating from law school, Frye is an attorney at Nechman, Simoneaux, and Frye, PLLC, and has won countless battles on behalf

of the transgender population; and she's still fighting. In addition to

Male-to-Female Sex Reassignment Surgery

1. The penis is cut open from the head to the base.
2. The skin is peeled away from the penis and turned inside out.
3. With the penis now inverted, the opening is sewn back up to create a vagina.
4. Another opening is made in the newly created vagina, and a small stub of erectile tissue from the penis is then pushed through the opening and becomes the clitoris.
5. Another opening is made underneath the new clitoris, and the urinary tube is pushed through this opening.
6. The muscles in the lower abdomen are then lifted a bit, the new inverted penis is pushed up into the proper vaginal position, and the muscles are repositioned around it.
7. The newly created vagina is tied into place with surgical wire until it heals, which takes an average of one week.
8. The patient then has a six-week recovery period before the new vagina is ready for sexual intercourse.

Female-to-Male Sex Reassignment Surgery

There are two common ways in which a vagina is surgically made into a penis. In many cases, a metoidioplasty is performed before a phalloplasty.

handling her caseload, Frye also puts together “Phyllabusters,” her usually semi-weekly email packed full of issues pertaining to transgender people, and she runs TRANSGENDERLEGAL.com, a website detailing her personal story and providing the general public with links to information on transgender legal issues, all in an effort to educate the public on and

end discrimination toward the transgender community.

“The public needs to learn that this is not ‘a change,’ but instead it is ‘a correction,’” she said. “The only choice we have is when to finally correct—to become who we always have been. The best immediate victory is an end to job discrimination. If you have a job, you can slowly but surely survive the rest.”

John Nechman, a partner at Frye’s firm, first learned of Frye in the 1980s when he came upon an article about her in a German newspaper. The article actually motivated Nechman to return to Houston and become an attorney. He first met Frye while in law school years later when he became involved with Houston’s association of GLBT attorneys. When asked how he felt about having a transgender individual as part of his firm, Nechman said it was a “non-issue.”

“It is no different than having a black attorney or a senior citizen attorney or a wheelchair-bound attorney working at our firm,” he said. “I am not claiming to be blind to what makes others

unique, but these qualities do not define who a person is; rather, they are a part of the amazing mosaic that is humanity.”

Nechman went on to talk about how lucky he feels to be working with Frye on a daily basis and to be at one of the only law firms in the nation to have a

transgender partner.

“Rarely have I met anyone with Phyllis’s discipline, problem-solving ability, and commitment to accomplishing her goals. She is a tireless advocate for her clients and those whose goals she champions,” he said. “Her life’s story speaks for itself—I feel blessed to have had the chance to know and work with Phyllis, a true hero of our community.”

To this day, Frye said, she still has to deal with a certain level of discrimination, especially when she is in a new situation with new people who do not know her story.

“Every new situation is a struggle because I never know who the bigots

“I know of hundreds of other lawyers who are transgender and deeply closeted because they feel they will lose their legal business or their legal jobs or be asked to leave firms [if they come out].”

are,” she said. “This is why I either go out of the closet or drop strong hints shortly after meeting new people or being in new situations. Like when childhood situations come up, I relate a story of when I was in the Boy Scouts. That usually causes someone to ask me to clarify or to ask someone else on the side.”

When asked how she feels about the discrimination she experienced in the past, Frye said it was very hard and made her very bitter. For this reason, “I gear my life to insure that it does not happen to others,” she said.

Even though Frye gives the legal profession credit for evolving and making a place for her, she thinks it has a long way to go before everyone feels

comfortable being himself or herself.

“I know of hundreds of other lawyers who are transgender and deeply

Metoidioplasty

1. The clitoris is enlarged to about five centimeters in length by hormone treatment and moved forward to where a penis should be.
2. The urethra is lengthened and rerouted to come out the end of the newly enlarged clitoris.
3. The labia majora are sewn together to create a scrotum.
4. Silicone testicles are then attached to the newly created scrotum.
5. Metoidioplasty patients can achieve erections due to the erectile tissue present in the clitoris.

Phalloplasty

1. A large portion of skin is grafted from the arm or leg.
2. The skin is rolled into a tube, made to serve as a urethra, and sewn into place where the new penis will be.
3. Nerves in the tube of skin are then connected to the nerves in the clitoris so that sensation is preserved.
4. An erectile prosthesis is then inserted into the penis so that sexual penetration is possible. Some prostheses require pumping systems to inflate the penis. Others have levers that enable the penis to stand or lie down.
5. The labia majora are sewn together to create a scrotum.
6. Silicone testicles are then attached to the newly created scrotum.

closeted because they feel they will lose their legal business or their legal jobs or be asked to leave firms [if they come out],” she said.

In fact, Frye, who is known as the “Grandmother of the National Transgender Legal and Political Movement,” has met many closeted attorneys over the years as she has traveled around speaking at various conferences and gatherings.

“Over the past two decades, I have had literally hundreds of people who would buy me a drink, chat in passing, or slip me a note to say that they admire my courage and are lawyers and are also TG but are terrified to come out for fear of being fired from their firms or losing judicial appointments or losing whatever job they hold or losing their spouses or kids or being discriminated by their church or whatever,” she said. “The list is long of the reasons that people are afraid and remain miserable but closeted for most of their lives.”

Frye thinks the solution to creating a more understanding, accepting legal profession is for all people to boldly be themselves, with no apologies and no fear.

“When more of us come out, so it will be,” she said.

Shannon Minter

Shannon Minter is a humble, easygoing guy--the kind of guy who makes you want to spill your guts because somehow you just know you can trust him. As Legal Director of the National Center for Lesbian Rights (NCLR) in San Francisco, CA, Minter spends a great deal of time listening and understanding, and you can immediately tell



that he's good at it. With a friendly Southern accent, he tells his own story in a way that invites you to tell yours.

Minter, born a woman, is a transgender attorney armed with a J.D. from Cornell Law School who has received numerous awards for his legal work on behalf of same-sex couples and the gay, lesbian, bisexual, and transgender community. In fact, in 2004, he was one of 18 recipients of the Ford Foundation's “Leadership for a Changing World” award, a distinguished honor that recognizes leaders who are working to bring about positive and lasting change in their communities and comes with a hefty \$100,000 monetary prize. Each year, the Ford Foundation awards between 15 and 20 individuals who are integral parts of bringing justice and hope to their communities through strong leadership skills and innovative programs and ideas.

Born and raised in a small town in East Texas, the female Minter, like most transgender people, knew she was different at a very young age. Minter described living with this knowledge as both confusing and difficult and said it got even worse as time went by.

“As a younger child, it was a little easier to disregard the fact of having a female body, since before puberty, young boys and girls tend to be physically similar, at least to all outward appearances, and girls often can get away with ‘acting like boys,’” Minter said. “But even as a young child, I remember being very sad sometimes and confused about being a girl. I would play with the boys all day long, but when they had camp-overs, I had to go home rather than be the only ‘girl’ in a tent full of boys.”

“When puberty came along, however, the real pain set in,” Minter continued. “It was a torturous experience to acquire secondary sex characteristics



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Christine Jorgensen's Story

Christine Jorgensen is famous for being one of the first individuals to undergo sex reassignment surgery in the world. Born George William Jorgensen, Jr., in 1926, Jorgensen grew up in New York City. In his early adulthood, he began to hear things about sex reassignment surgery and looked into the process for himself. Upon deciding that he did indeed want to go through with the surgery, Jorgensen chose Dr. Christian Hamburger in Denmark to perform it. Afterward, he took on the name Christine as a small tribute to Dr. Hamburger.

Jorgensen's stardom began when *New York Daily News* ran a story publicizing the sex reassignment surgery; and from that point on, Jorgensen, living as Christine, became a widely recognized spokesperson for the transgender community. She went on to tour and speak at various events about transgender issues and became an actress and entertainer later in her life. She is also well known for her autobiography, *Christine Jorgensen: A Personal Autobiography*. Jorgensen died of cancer in 1989 at the age of 62.

that I desperately did not want to have. My coping mechanism, like that of many other transsexual people, was to dissociate from my body. I felt like an alien in my own skin. As a result, I would do anything to feel numb, whether that was become obsessed with studying in order to take my mind off everything else or, eventually, drinking to the point of blacking out. For me, adolescence was often a terrifying and painful experience.”

During high school and college, Minter identified herself as a lesbian. It wasn't until she attended law school and interned with the NCLR that she was introduced to transgender people and began to identify with them. It was during her last year of law school that she really began to look at her gender dysphoria issues and explore the various options that were available to her. In 1996, she decided to begin hormone therapy, and in 2000, she underwent sex reassignment surgery.

When Minter made the decision to permanently transition, she made it a point to take the time to talk to every person with a significant role in her life and help prepare him or her for the changes that would take place; and Minter encourages any individual thinking of transitioning to do the same. Upon discussing the issue with her boss at the NCLR, Minter was pleased that she met little opposition. In fact, she and her boss ended up learning about the process together as they both gathered information and asked questions about the changes that were to come.

However, the support that Minter received at the NCLR was not mirrored by her family at first, something that she had been afraid would happen. In fact, there was a long period of time during which she did not speak to her family. The period of silence ended when Minter went home after the death of a family member, post-transition. At this time, he was able to heal his relationships with his family; and he said that being able to hug his grandmother after all the time apart was something he'll never forget.

When asked to describe his transition period, Minter said, “It was an awkward yet wonderful time. It was

awkward to be going through such a visible change and difficult to go through a period of time in which my outward gender was ambiguous. I so much wanted to be seen as male, and yet for the first couple of years, I would sometimes still be ‘read’ as female. Nonetheless, it was amazing and wonderful to see the testosterone and surgery taking effect. I remember a feeling of tremendous happiness and calm, like finally coming home.”

With regard to his professional career, Minter said he has not faced any sort of discrimination. In fact, he said, if anything, he is more respected in the legal field now that he is a man. Almost seven years later, Minter couldn't be happier with the results

“Fighting for the underdog--and believe me, transgender people are underdogs--is like fighting for the whole population of oppressed people at a given time.”

of his transition. When asked what three words best describe him, he said, “grateful, happy, and excited about the future.” Now happily married with one daughter, Minter has a zest for life that is evident and quite contagious.

“Every day, I look in the mirror and am overjoyed to see a man looking back,” he said. “Prior to transitioning, I hated to look at myself and would avoid mirrors and cameras like the plague. Now I am far too fond of looking at myself in mirrors! In all seriousness, though, it is very nice to feel good about my physical appearance after feeling so bad about it for so long.”

In his current position as Director for the NCLR, Minter is able to lend a helping hand to gay, lesbian, bisexual, and transgender people on a daily basis, serving as not only their lawyer but also their friend. When it comes to the

future of the transgender community, Minter has high hopes.

“I would like to see transgender people accepted as simply ordinary men and women who have been given an unusual medical challenge but who are ultimately no different in any fundamental way than anyone else,” he said. “Most transgender people I know simply long to be given the chance to do the same things most of us want to do--work, marry, raise children, contribute to our communities. I truly believe that if people knew even a little bit more about transgender issues, they would be far more accepting and supportive.”

Mia Yamamoto

Mia Yamamoto, a criminal defense attorney in Los Angeles, is a



charismatic fast-talker with a fantastic sense of humor and a generally euphoric outlook on life. Having just been named “Criminal Lawyer of the Year” by the Century City Bar Association, Yamamoto is flourishing professionally, as well as personally.

Yamamoto, born Michael, underwent the last of her sex reassignment surgeries last November at the age of 62. She said transitioning into a woman was a decision that was a long time in coming for her and a decision

she couldn't be happier with.

After getting his undergraduate degree at California State University, Los Angeles, Yamamoto went into the Army and then went on to law school at the University of California, Los Angeles. Upon graduation from law school, he longed to go into legal aid work and got his first legal aid job with the Legal Aid Foundation of Los Angeles. However, after a couple of years, he realized it wasn't for him and headed to the public defender's office, where he said he was dazzled by the work. Currently, Yamamoto owns her own firm and continues to spend her days fighting for the underdog.

“Fighting for the underdog--and believe me, transgender people are underdogs--is like fighting for the whole population of oppressed people at a given time,” she said. “Where else should people be? That's the way I always looked at it. Where else should I be? This is exactly where I should be.”

Yamamoto said she knew from the time she was five or six years old that there was a discrepancy between who her brain told her she was and who her body told her she was.

With three older brothers and a family that encouraged a culture of violence, Yamamoto knew he didn't fit in. When his sister was born and began to grow and mature, he realized he was more like his sister than any of his brothers.

“Growing up, I always had the feeling of the mismatch and just dreaming and hoping and praying that you'll wake up in another body,” she said.

It was in 1952, when the Christine Jorgensen story made headlines, that Yamamoto realized there were other people in the world like him. This realization led to family discussions,

which did not go well. To this day, one of her brothers will only refer to her by her male name, and another of her brothers won't speak to her or come to family events that she attends. Her attitude toward her brothers' reactions--and every negative reaction she has encountered or will encounter in the future--is incredibly understanding and forgiving.

“To be perfectly honest with you, I really don't mind upsetting the bigots,” she said. “In a sense, bothering those people makes it all worthwhile. I expected a lot more rejection and ridicule than I got, and these few little bits and pieces of negativity, they do nothing but make me laugh at this point. It's so completely wonderful on the plus side of it that these guys are just comic relief, even my brother.”

Yamamoto began dressing like and living as a woman in her 50s. When asked why her transition took place so late in life, she said she was trying to put it off as long as she could in order to avoid the hurt and confusion it would bring to the people in her life and the strain it would put on some of her relationships with loved ones, as well as her relationships with her clients.



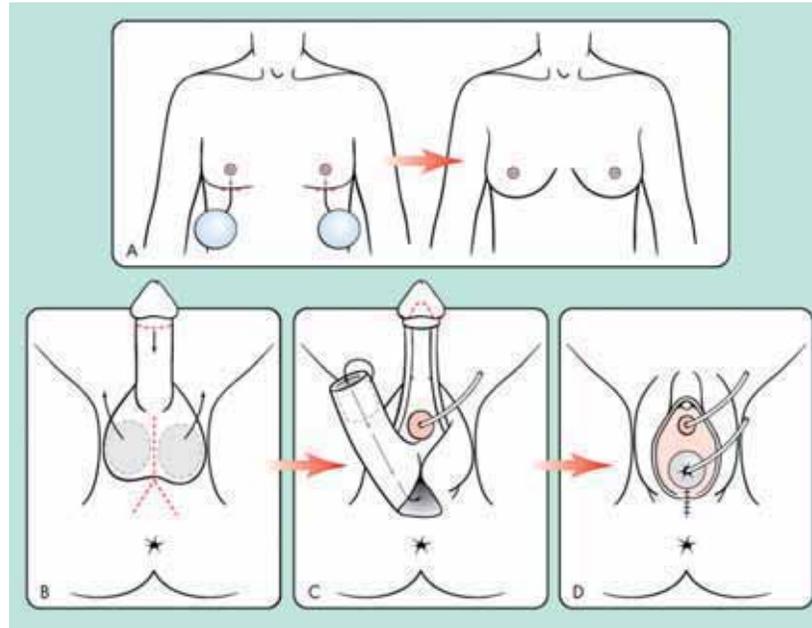
“Being a trial lawyer, you have so many people depending upon you--their lives and their futures--I didn't feel like I had the right to just transition on all these people that were counting on me,” she said. “At some point, though, even that consideration was basically leveraged out by my need to do it.”

CONTINUED ON PAGE 82

SURGICAL ILLUSTRATION CAPTIONS

MALE-TO-FEMALE GENDER REASSIGNMENT

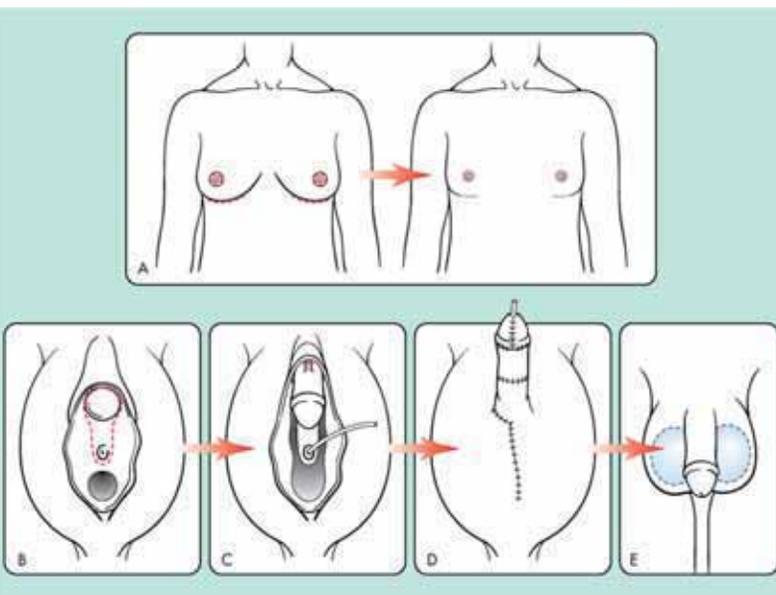
- A. Breast augmentation with implants
- B. Skin incisions on underside of penis, perineum
Testicles removed (orchidectomy)
- C. Vaginal cavity dissected
Penis degloved; skin removed, inverted, and turned into vagina with balloon stent inserted
Penis removed except for small portion of glans and some skin around it, creating neoclitoris with hood
Nerves and blood vessels leading to glans preserved to allow for sensation
Urethra shortened
- D. Neoclitoris and hood created
Catheter in urethra leading to bladder
Balloon stent in new vagina



Patients often have reconstructive surgery on their faces to feminize them (implants, rhinoplasty, Adam's-apple shaving, forehead reshaping, etc.) and liposuction.

FEMALE-TO-MALE GENDER REASSIGNMENT

- A. Breast reduction and nipple reduction
- B. Incision around urethra and clitoris to allow for lengthening urethra
Clitoris enlarged after hormone treatments



- C. Clitoral hood lifted to detach suspensory ligament of clitoris from pubic bone (metoidioplasty); allows neopenis to be released further
Catheter in urethra
- D. Closure of vagina and extension of urethra using vaginal flaps and labia minora to create neopenis that can void
- E. Testicular implants inserted into labia (after tissue expanders are used in labia majora)

Patients may also elect to have hysterectomies, remove their fallopian tubes and ovaries, and/or remove their vaginas. Phalloplasty is an alternative to metoidioplasty; a penile implant is used in conjunction with the phalloplasty for greater functionality.

Legally Thin

Hi, Kelly,

I received your email today and read through it. Thank you so much. You are so brave. I admire your ability to talk openly about this. I still have trouble admitting

eat a big meal, I worry that my stomach is sticking out. I eat minimally during the day if I have a date that night because I want to be able to eat more in front of other people so that they won't pester me about my small appetite. It's like I have to prove that I don't have a problem because then I can deny that I ever did.

maybe your honesty is inspiring. It does kind of feel good to tell someone, even if you don't know me.

- Devon

It's the kind of world that can make anyone feel stressed, helpless, and out of control. A lifestyle that can overwhelm the hardest of souls and send even the most disciplined screaming into the night, seeking solace and comfort in a variety of temporary yet all too dangerous diversions. In the high-pressure world of legal studies and practice, a volatile mixture of skyrocketing stress levels and type-A personality traits produces good lawyers; however, it may also increase vulnerability to the traps of eating disorders and disordered eating.

Days after Kelly* completed law school in New York, she began to study for the bar, just as any hardworking and diligent attorney-to-be should. For about two months, she kept up her strict schedule of BAR/BRI training, studying, weightlifting, and cardio exercise, often studying with flashcards while she exercised. Kelly reflected that during this time, she felt like the only thing she could do was study and exercise. "I also found comfort in controlling my calories--since I couldn't control the outcome of the bar exam, I think," she said.

For Kelly, controlling calories often led to losing control. She restricted her daytime calories to 1,100 so that she could eat a big dinner but would be so hungry by dinnertime that she

During the toughest part of my experience with anorexia, I weighed about 90 pounds, and I am 5'8". I have never been overweight, and I never wanted to be thinner. In fact, I was made fun of for the way I looked and lost many friends who were unwilling to be associated with someone who needed help. That just made everything worse.

I was just so depressed that I had no motivation to care for myself. I didn't just stop eating; I stopped doing everything good for me. I would study in the library at lunchtime because I knew people were watching to see what I would eat or not eat. I put no effort into my appearance. I never wanted to hang out with my friends. I took multiple showers per day because I was always cold. Whenever I did eat something, the food felt like poison in my body. My stomach would feel sick, and my gut would rumble. Inside, I was screaming for help, but I denied my problem with fervor. I even denied it to myself.

Even now, when people ask me if I have ever had an eating disorder, I usually say no. And to this day, I HATE the feeling of being full. I avoid big meals and just graze all day. I don't really know why I am compelled to tell you this. I guess

to myself and others that I mistreated my body, destroyed my sense of self, and tortured my family.

Although I consider myself basically healed from my own experience, I still notice mild lingering behaviors that remind me of my struggle. Whenever I



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would eat too much and sometimes purge to compensate for her inability to stop when she was full. “I would also lie in bed at night,” Kelly said, “and feel how flat my stomach was and how much my hip bones stuck out, if at all. I was only happy when my stomach was flat between my hip bones.” During the summer she spent studying for the bar, Kelly lost about 10 pounds. The day after she took the bar exam, she injured her knee trying to run in a parking lot.

Before she began working in the large firm in Boston where she is now employed, Kelly did a whole lot of walking and very little eating. Once the firm hired her, her paranoia exploded. What would happen if she got fat? It was a scenario she was determined to never experience. From that point on, Kelly dreamed up innovative ways to squeeze exercise into her workdays; for instance, she would regularly walk up two flights of stairs to a bathroom farther away. Even while her injured knee was still recovering, Kelly obsessed over gaining weight.

By the time winter rolled around, Kelly had reached her thinnest point but then began to slowly gain weight, eventually reaching almost normal proportions. She was fine for about two years; then, as she began to plan her wedding, her obsessive behaviors came flooding back. She exercised all the time and kept a detailed record of absolutely everything. After the wedding, when her chaotic world finally regained a sense of calm, Kelly regained a bit of the weight she had lost and has since struggled mentally with not being as thin as she once was. “I often feel fat, unsexy,” Kelly admitted, “and think to myself that I’m a failure because I’m not the thinnest person I know.”

Amy Ozier, Ph.D., R.D., is the facilitator of the Certificate of Graduate Study in Eating Disorders and Obesity Program at Northern Illinois University. It is the only certificate program in the nation that focuses on the study, prevention, and management of anorexia nervosa, bulimia nervosa, and EDNOS (eating disorders not otherwise specified).

One EDNOS is binge-eating disorder (BED). Those suffering from BED differ from those with bulimia nervosa because after a binge, there is no compensatory behavior. In other words, the sufferer might binge for hours, consuming massive quantities of food without purging or exercising in order to “make up” for the binge. This condition “often coexists with obesity,” as noted in an article in the *Journal of the American Dietetic Association* that Ozier co-authored.

Although Ozier explained that obesity itself is not an eating disorder, the epidemic of obesity in our country may have possible correlations with this disorder. She thinks that there needs to be more research into the psychological issues behind this and other eating disorders, particularly focusing on the ways in which people use food to cope with stress and emotions.

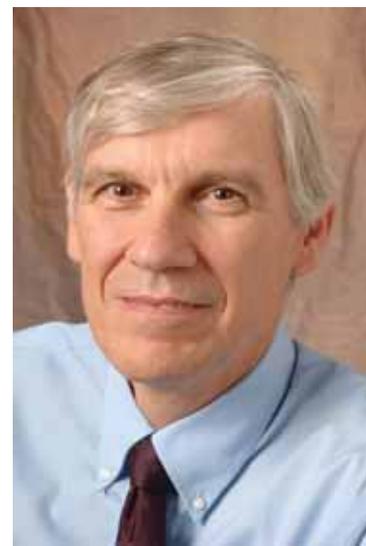
In spite of the facts that she has successfully completed law school, passed the bar exam, been hired by a large law firm, and found someone to share her life with, Kelly’s sense of self-worth remains connected to how thin she is and how flat her stomach is. These days, Kelly is trying to get pregnant and struggling with the idea that she cannot be thin if she wants to conceive.

What would drive a young girl who seemingly “had it all” to develop an

eating disorder? According to Kelly, it was stress, the need to control things, and her perfectionist, type-A personality. She is still affected by the desire to control her body at all times and not only when she is under stress. Looking back on her experience, Kelly remarked, “I wish that I had been more gentle with my body; I wish I hadn’t lost all the weight and gotten so thin because ever since then, I feel like I’m fat because I’m not the thinnest girl in the room.”

It is Ozier’s professional opinion that stress and low perception of social support could forge a strong link between law school and eating disorders. Jane* is 26 years old and a third-year law student at a rigorous law school in the Midwest. Her troubles with eating and weight began in college when she, like many college students, gained the proverbial “freshman 10.” “My sister sat me down and was like, ‘You’re kind of fat. You need to lose weight,’ which was horrible because I had always been very thin and everyone in my family is very thin,” Jane said. “So that kind of left an impression with me.”

The impression left by her sister’s comment, once combined with the growing stress of



Mark J. Heyrman
Faculty Director of Clinical Programs
University of Chicago Law School
Chicago, Illinois

college, led Jane into a spiral of anorexia and obsessive exercise that has lasted for more than six years. Jane experienced the exact coupling of stress and a lack of social support that Ozier indicated as a major risk factor for the development of an eating disorder. Over time, Jane's behaviors became increasingly more compulsive. Her desire to lose the small amount of weight she had gained, a trivial addition on her 5' 11" frame, expressed itself as a 432-consecutive-day exercise spree, during which she would often consume nothing more than Kool-Aid between exercising and going to bed.

Ozier said that she was not aware of any research into specific correlations between law school or the legal profession and the prevalence of eating disorders. But based on her knowledge about the causes of eating disorders, she said that she absolutely thought the psychological stress of law school could be a contributing factor, especially if a student already has risk factors for an eating disorder--in fact, any high-stress situation can contribute to the development of an eating disorder.

Ozier continued to explain that individuals who struggle with eating disorders feel, for whatever reason, that their lives are out of control. Food becomes something they believe they can control. Ozier said that certain factors predispose certain people to eating disorders, including self-esteem issues, elevated weight/shape concerns, sexual abuse, and psychiatric morbidity (obsessive-compulsive disorder, depression, etc.). When these predispositions collide with the extreme stress of law school, eating disorders can develop.

When asked whether she felt that the college atmosphere had anything to do with her struggle, the answer that Jane gave was very compelling. "I mean, I know there are a lot of reasons people develop eating disorders--but in my case, anyway, I think it had a lot to do with this demand for perfection, or drive for perfection, wherever it came from, and the feeling that I didn't have control over everything, and this was something that I could have control over," she said.

In the beginning, she experimented with purging a few times but found that bulimia didn't work for her. This is one of the complexities of eating disorders; they may be uncontrollable mental disorders, but sufferers like Jane are often expecting results from all their suffering. Regardless of whether she was compelled by mental disturbance, stress, or an inner compulsion, Jane's all-consuming desire was to be thinner.

And now that Jane is the thinnest she has ever been, she simultaneously proclaims she loves the way she looks while admitting that she is "in the thick" of her disorder. "Eating healthy and looking good don't go hand in hand," she said. "I think that very, extremely, ridiculously thin is attractive. This isn't glamorous or fun; it's just depressing and sad. I look at people who don't seem concerned, and I guess that would be my goal--to *not care what I look like*," she said, raising her voice. But in the next breath, she spoke of the physical results of her six-year struggle with anorexia, saying, "I love the way I look. I'm so thin it's awesome [...] I mean, the results are definitely important to me. I like them."

As a former runway model, Jane

If Exercise Is So Good for You, How Could I Be Doing Too Much?

Everybody needs some exercise to stay in shape and maintain a healthy weight. However, if you are using exercise as a means to purge after an eating binge or to cancel out the food you have eaten, there is a possibility that you may have exercise bulimia. Like anorexia, exercise bulimia is an expression of the need for control. Other warning signals include:

- Scheduling your life around your exercise regime.
 - Canceling appointments or skipping work/school to fit in your workout.
 - Pressing on through sickness or injury to exercise.
 - Exercising for multiple hours every day.
 - Not taking any time out to rest.
- Too much exercising can be dangerous. Exercise bulimics can suffer from:

- Lingering fatigue.
- Dehydration.
- Arthritis.
- Heart conditions.
- Exercise-related injuries, such as stress fractures, strains, and sprains.
- Low body fat.
- Amenorrhea (missing a menstrual cycle for three months or more).
- Osteoporosis.
- Reproductive difficulties.

said that she might as well be anorexic because people expect her to be. She also said she believes that the intellectual and academic communities--communities she does

not seem to realize she is a part of--are not completely accepting of attractive people. Consequently, she said, she feels singled out for the way she looks and obligated to fit the mold she has been given based on the prejudices of others.

The Socratic method of teaching law, a method that encourages ruthless competition between students, is, in Jane's opinion, a contributing factor to the human toll she observes among the other students at her school. She said she believes the lives of many of her classmates at her law school have been irreparably changed and that the severe emotional impact of high stress has caused countless numbers of them to turn to drugs, alcohol, and eating disorders or become deeply depressed.

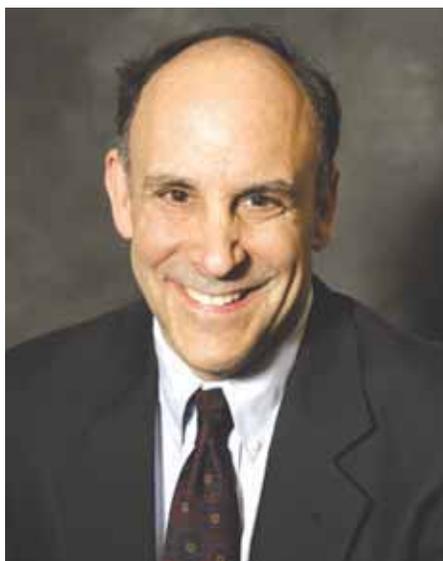
At Jane's law school, there is a week known as suicide week, so named for an incident that occurred just a few years ago, in which a student committed suicide after receiving his grades. The school is slowly becoming more aware of the overwhelming need for student counseling and is sending out mass emails to students, begging them to seek help, if needed.

But is this support extended to those for whom eating disorders are the manifestations of anxiety? Not according to Jane. With no clear support structure to assist law school students with eating disorders, it is a wonder that more law students are not reporting these types of struggles. Perhaps they feel that no one will listen, and based on Jane's report on her own law school, this may be the case.

Jane has always had a reluctant awareness of her problem, but that

has never stopped her from hiding it. She has become an expert at concealing her problem, eating only enough, she said, "so that no one thinks [she's] completely psychotic." At 130 pounds, she fears that, were she to try to gain a little weight, she would be unable to stop. She swears that she will not let her weight dip below 130, fearing the suspicion of her peers but not necessarily the physical effects of starving her body.

"I'm really not nice to my body," she admitted, and she strongly agreed with the suggestion that while she claims to want to get better, she truly fears healing because she thinks that to heal means to get fat. Jane said that she envies people who can eat without concern for the way they



Richard Kadison M.D.
Harvard University Health
Services
Cambridge, Mass.

look and that her concern for the future is that she will never be able to just relax. With the completion of law school and her impending legal career approaching, this fear seems justified.

As legal professionals suffering from eating disorders, Kelly and Jane may not be alone. Dr. Richard Kadison, an experienced psychiatrist and Chief of Mental Health Services at Harvard University, was helpful in explaining certain observations he has made with regard to eating disorders among Harvard students. Kadison, whose area of expertise is eating disorders, has started and managed several inpatient and outpatient eating disorder treatment programs over the last 20 years. Kadison has worked at Harvard since 1994 and conducts individual and group counseling with students suffering from eating disorders. The groups are known as "eating concerns groups" and are usually composed of five to eight students.

According to Kadison, there are almost always at least two law students in each of these groups--a high percentage when one considers the many academic foci available at Harvard. He expressed that law students seemed particularly vulnerable to developing eating disorders, due most likely to a combination of the high stress levels in law education and personality traits that, while they produce good lawyers, probably increase vulnerability.

Kadison noted that distorted eating behaviors affect close to 20% of undergraduates but that "the kind of people who go to law school are detail oriented, often with obsessive-compulsive traits," and are focused on perfection and excellence. These students often have trouble finding balance in their lives and are often better at caring for others than at caring for themselves.

Just as the struggles of Kelly and

Anorexia Nervosa Affects Both Men and Women.

Anorexia nervosa is a psychiatric diagnosis used to describe an eating disorder characterized by low body weight and a distortion of body image. Anorexics attempt to control their body weight through voluntary starvation, purging, vomiting, excessive exercise, diet pills, or diuretics.

Some of the psychological and emotional manifestations of anorexia are:

- Distorted body image.
 - Self-evaluation based upon weight and external appearance.
 - Perfectionism.
 - Low self-esteem and self-efficacy.
- An anorexic's interpersonal and social skills are affected by:

- Poor or deteriorating performance at school/work.
- Withdrawal from existing peer relationships.
- Deterioration of family relationships.

Physical manifestations of anorexia include:

- Extreme weight loss.
- Starvation symptoms, including reduced metabolism, bradycardia (slow heart rate), hypotension, hypothermia, anemia.
- Lanugo hair growth on body.
- Impaired immune system function.
- Pallid complexion and sunken eyes.
- Fluid collection in ankles during the day and around eyes at night.
- Constipation.
- Very dry or chapped lips.
- Decreased circulation.

Jane were connected with times of stress in their educations and careers, the struggles that Harvard Law students have with eating disorders may be connected to the stress of law school. Among the law students who have joined Kadison's eating-concerns groups, academic rigor, high expectations, and the high stress of the recruiting process have been cited as factors contributing to

on his observations, there are fairly significant numbers of law students who suffer from anorexia, bulimia, and compulsive eating.

Despite substantial testimony indicating that law students and professionals may be at significant risk for developing eating disorders, not all effects of studying law are injurious to healthy eating habits. At

disturbed eating patterns and eating disorders. Kadison said that people who go to law school often suppress their personal needs to focus on the intense demands of their firms and clients. He explained that people with eating disorders similarly have trouble focusing on their own needs and focus more on anticipating the needs of those around them and trying to accommodate those needs. This correlates precisely with the drive that Jane spoke of to "do more, be more, give more." Overall, although he admitted that he was unaware of any direct research into the prevalence of eating disorders among law students, Kadison agreed that based

the University of Chicago Law School, the law is put to work in an advocacy program that helps those with eating disorders. Mark Heyrman, a clinical professor of law and Faculty Director of Clinical Programs at University of Chicago Law School, has been involved in this advocacy for nearly 30 years.

Describing the work that he and his students do on behalf of individuals with eating disorders, Heyrman said that the school has actually had a clinic for 50 years that has advocated on behalf of persons with mental illnesses. Today, this clinic is called the Mental Health Project. Eating disorders are widely considered to be mental illnesses, and part of Heyrman's focus has been on creating a state statute "which prohibits discrimination, in the services or coverage provided in health insurance policies, against persons with mental illnesses." Heyrman noted that he and his students had "specifically included eating disorders in the list of illnesses covered by the statute, generally referred to as "Mental Health Parity."

More recently, Heyrman and his students have been working with lawyers, mental health professionals, and others to clarify existing laws about substituted judgment and guardianship. Heyrman said, "We have a state statute that allows a court to have a hearing and then decide whether to order treatment for someone if that person, because of mental illness, doesn't have decisional capacity."

This statute has been used exclusively to govern the administration of psychotropic medication and electroconvulsive therapy. The current guardianship laws allow courts to rule on other kinds of treatment for people who

lack decisional capacity because of a comatose state, Alzheimer's disease, mental retardation, or other factors that hinder the individual's ability to make informed decisions.

As Heyrman explained, the question at hand is whether a hospital or doctor can "forcibly feed someone to keep them alive. And, of course, doctors are reluctant to do that unless they have clear legal authority." Heyrman said that courts have been reluctant to rule on this subject, and he clarified that most people who have mental illnesses actually can make decisions for themselves. But in severe cases, such as those involving severe eating disorders, mental illness might interfere with that capacity.

To address this, Heyrman and his students have drafted an amendment to the statute that includes forcible feeding as one of the treatments regarding which courts can make decisions for people without decisional capacity. This amendment is under consideration for 2007, along with other legislation.

Ozier said that if she had one thing to tell people, it would be that eating disorders are not about obsessions with food. In preventing and managing eating disorders, including BED, she said, it is critical to address all aspects of eating, including nutritional, psychological, physical, and emotional issues. An emphasis needs to be placed on evaluating how eating

is used as a coping mechanism for stress or as an emotional escape.

There are underlying issues that manifest themselves in eating behaviors, and control is one of these fundamental issues. For many eating-disorder sufferers, food is simply one thing that they feel they can control. The irony is that in the vicious cycle of an eating disorder, the attempt to control food intake often leads to a lack of control regarding food. The sufferer can no longer truly control his or her own relationship with food.

*Names have been changed to protect identities.

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--J.S., Senior Attorney, Newark

Caught with a Crutch: Some Attorneys Use Crystal Meth to Cope

By Heather Newton



working hours; extreme jobs involve working at least 60 hours per week in addition to managing at least five more performance pressures, such as required physical presence in the office at least 10 hours per day, tight deadlines demanding fast-paced activity, unpredictable flow of work, high level of responsibility, and round-the-clock availability to clients.

Methamphetamine, in particular, is fast becoming one of the most abused drugs in this country. It is being used and abused in a range of chemical states by teens, college and graduate students, middle-aged housewives, truck drivers, and even highly paid attorneys. Crystal d-methamphetamine hydrochloride (commonly known as “crystal meth,” “crystal,” or “meth”) is the crystalline form of methamphetamine, a highly addictive stimulant drug often used recreationally as a party drug.

Crystal meth induces a state of hyper-alertness similar to that induced by drinking a cup of coffee yet compounded many times over. As work pressures rise and attorneys are forced to work harder for longer periods of time, statistics are showing a corollary rise in illicit drug use. According to data released by Quest Diagnostics, a national drug-testing company, crystal meth use in the workforce is becoming more common, and the drug is poised to surpass cocaine as the illegal stimulant of choice.

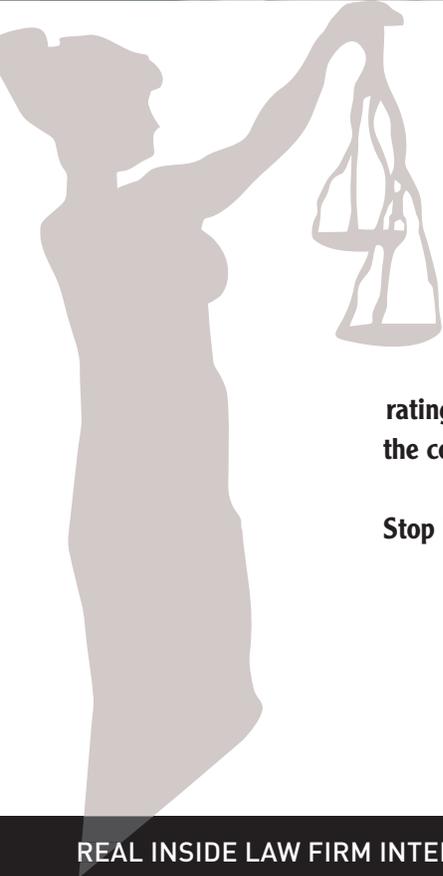
One bright, talented, and troubled attorney learned the hard way that working in a law firm can require a price that can be neither fueled nor suppressed by any amount of drugs. Rich Merritt was a Captain in the United States Marine Corps who was living a double life. Merritt was gay, and while he had not openly disclosed his homosexuality, he appeared in eight adult films for gay men that were produced while he was on active duty.

Americans have a penchant for all things bigger, better, and faster. To fuel our lusts for extreme sports, extreme makeovers, and extreme homes, thousands of us make extreme commutes of 90 miles or more one-way to arrive at extreme jobs. In the article “Extreme Jobs: The Dangerous Allure of the 70-Hour Workweek” published in the December issue of the *Harvard Business Review*, authors Sylvia Ann Hewlett and Carolyn Buck Luce write that extreme jobs demand more than just brutal

While these factors make some jobs “extreme,” they are all in a day’s work for the average attorney. Some attorneys throttling through their days and nights at breakneck speed love the ego boost and adrenaline rush of this go-go-go mentality. Others are burning through their emotional, physical, and spiritual reserves to meet superhuman demands. Still others have reached beyond the black and into the red, leaning on drugs, alcohol, and other addictions to fuel the workplace frenzy.



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Just weeks before he was honorably discharged in 1998, *The New York Times Magazine* published a cover story profiling Merritt, entitled “The Shadow Life of a Gay Marine.” Merritt’s picture appeared on the cover, although his face was hidden under his salute.

With his double life threatened but still intact, Merritt entered the University of Southern California School of Law hoping for a fresh start and success as a prominent attorney. However, while Merritt was in law school, two articles that blew his cover appeared in *The Advocate*, a news magazine profiling the gay community. One article exposed Merritt’s identity as a former gay Marine officer, and the other revealed his appearances in gay porn.

Merritt said the exposure was devastating. He sank into a deep, clinical depression and began using drugs, including ecstasy, cocaine, and crystal meth, to cope. As the pressures of law school mounted, so did his drug use. Yet in spite of his growing drug habit, Merritt managed to land a position as a summer associate at a major law firm, perform well enough there to receive an offer of full-time employment, graduate from law school, and pass the bar exam.

While Merritt was able to hide his drug use during law school, things began to spin out of control after he began working full time. “After only practicing for four months, I began to realize I hated what I was doing,” Merritt said. “The hours, the pressure—I knew I wasn’t going to make it.”

In a tailspin, Merritt attempted suicide, and in the wake of that attempt, he sought treatment in a hospital. Merritt said that the loneliness of working long hours in a quiet office left him feeling like he had no support and nowhere to turn for help. “In the military, I worked with sometimes 100 other guys as a team, and we had to work together to accomplish tasks,” Merritt said. “As an associate, I would walk into my office in the morning, and I would be totally alone—sometimes I wouldn’t even talk to anyone for almost the whole day.”

Merritt said that he realized he was never going to get better and thrive in the big firm environment. He quit the firm and went to work for a friend who had a small legal practice. In the smaller, friendlier, more casual environment, Merritt began to heal from the wounds of his past. He quit drinking alcohol and using drugs, and his depression gradually lifted. He worked there for a year, and then his friend had to let him go for financial reasons. At the same time, Merritt learned that his father was battling Lou Gehrig’s disease, so he moved to Atlanta, GA, to care for him.

In Atlanta, Merritt accepted a permanent staff attorney position at Powell Goldstein. Although his previous experience working at a major law firm had been difficult, Merritt said, the momentum he had gained over the last year coupled with the more relaxed culture at Powell Goldstein allowed him to approach

working at a major law firm with renewed vigor. “I did great there,” Merritt said. “I liked my job, I liked my coworkers, I liked my clients, I liked my secretary. I had a great experience.”

However, Merritt had written a memoir about his experiences as a gay military officer, his drug use, and his brief involvement in porn, and when the book was being finalized for publication, Merritt gave a copy of the prepublication galleys to his supervising partner. Merritt had decided to personally let the partners at Powell Goldstein know about the book, rather than leaving them to find out through the press. Merritt said he gave them the galley sheets on a Friday, knowing that the book would not be released for another three months. He figured this would give the partners plenty of time to read the book, discuss the options for dealing with any media attention that might ensue, and then reach a consensus about how to handle the situation. However, Merritt said, the following Tuesday he was fired.

Merritt said he was both shocked and disappointed by his termination. “I felt it was a ‘damned if you do, damned if you don’t’ situation,” he said. “I told them about the book, and I was fired, but if I didn’t tell them, it might have been worse. I think they panicked and overreacted when they should have just let the situation unfold.”

While Merritt, on one level, understands why Powell Goldstein fired him, he continues to feel that the firm made a bad decision. “What is ironic is that I was using drugs while at a firm and sought treatment for suicide but didn’t have a problem with the firm,” Merritt said. “But the book, which represented a cathartic and healing process for me, caused a problem with my firm.”

Merritt said he felt somewhat disillusioned by the dismissal of his efforts to recover from his past while maintaining a career at a major law firm. However, he has moved on and is now in New York doing contract work for a major law firm while developing a career as a writer. He has an agent, is working on his next book, and is healthy, having left his drug use in the past.

Merritt is not the only young person to have turned to drugs as a means of coping with the stressors of law school and the difficulties of life as a young associate. In 1999, when Merritt was just entering law school in California, a troubled young woman named Catherine Noe was also entering law school miles away at the Salmon P. Chase College of Law at Northern Kentucky University.

Facing the pressures of law school and the negative pull of drug-abusing friends, instead of moving forward into the bright future as a tough-minded prosecutor she had always dreamed of, Noe spiraled downward into the dark world of crystal meth addiction. She had dabbled in drug use as a high school senior and had pled guilty to misdemeanor charges for possession of marijuana and a pipe and served 60 days of jail time. In college, Noe said, between working two jobs, managing schoolwork, and trying to stay awake to study, she began experimenting with meth and found she liked it.

“I first used meth in a 20-ounce bottle cap mixed with Diet Coke, so it was a liquid shot,” said Noe. “I felt euphoria, love at first use. It was not an instant addiction, but I loved the feel of it, and I had wanted to lose weight. It took away my appetite, and I lost weight, which I wanted to do.”

By the time she entered law school, Noe was using meth almost every day.

“I started as an occasional user, buying, taking drugs, staying up late, or sometimes staying up for days and then crashing,” said Noe. “But the longer I used, the more I needed to get that ultimate rush and ultimate high.”

Over time, Noe said, she began looking for ways to get drugs for less money and on a more consistent basis. She had dated guys who distributed drugs and cooked meth, and from them she learned to make her own drugs. “At the time, the more I used,



the more I needed,” said Noe. “I couldn’t get enough, and meth was expensive, and I wanted the cheapest way to get it in the quantity I needed.”

Noe’s boyfriend gave her the recipe for meth, and she was a quick study. The recipe called for the use of anhydrous ammonia, a toxic and dangerous fertilizer used to supply crops with the essential nutrient nitrogen, and lithium from batteries. Noe began cooking her own anhydrous ammonia meth, which is different from crystal meth, but eventually abandoned the recipe because obtaining the anhydrous ammonia was too difficult and handling the lithium was too

dangerous.

“With lithium batteries, I had to peel apart the batteries to pull off the silver strip and get to the lithium,” said Noe. “Sometimes the batteries would break apart in my hands and fizzle, and the lithium would burn my hands. Looking back, that was such a hazard, but at the time, I didn’t think about what I was doing. My mind was clouded, so I didn’t have the best judgment. I was in my first year of law school, and money was tight, so it was just a way of making quick money, and I knew that if I didn’t cook it, I couldn’t afford it, so that took my fears away of handling hazardous substances, and I knew the guys I got the recipe from knew how to make it. Looking back now, I just thank God because I could have killed myself.”

After Noe quit making anhydrous ammonia meth, she began buying large amounts of Sudafed and other over-the-counter medications to obtain pseudoephedrine, one of the main ingredients in crystal meth. Pills containing pseudoephedrine are crushed, boiled in denatured alcohol and water, and then dried to separate the pseudoephedrine from the other ingredients. Noe said that she would routinely buy pills in Northern Kentucky, where she attended law school, and bring them to her home in Southwestern Kentucky on weekends to cook them down into meth. “I thought it was neat, from a chemistry perspective, that we could mix these chemicals to make something that felt so good,” Noe said.

While Noe was still able to obtain large quantities of pseudoephedrine, legislation was being implemented at both the state and federal levels that would limit the amounts of certain medications that consumers could purchase in an effort to curb the proliferation of neighborhood meth

labs. The current federal standard, as of January 2006, restricts the amounts of pseudoephedrine and ephedrine an individual may purchase in a designated time period, and it requires that such products be stored in such a way as to prevent theft.

Although these legislative measures did little to slow down Noe's habit, something else did. Noe's boyfriend was arrested on drug charges, and she stopped using meth for a while after he was sent to jail. "I was scared," said Noe. "I didn't want that to be me, so I laid off meth for a while."

In spite of her drug use, Noe continued attending law school. While her grades bottomed out, she was not failing her courses. Although she turned away from meth after her boyfriend's arrest, she didn't stay away from drugs for long. Within weeks, she began using cocaine, which she said was easier to find in the Cincinnati suburbs where her law school's campus was located.

In spite of her persistent drug use, Noe said, no other law student, professor, or career counselor ever confronted her about her habit. "I hid it well," said Noe. "The first year of school, I was high on meth, but the second and third year, I was never high in class because I couldn't get ahold of meth anymore. I would roll a joint in my car or do coke after class. I thought I was doing well because my senses were heightened, but being high and staying up for long periods of time, it affected short-term memory."

"I missed lots of classes my second and third year of school," Noe continued. "I was a loner. I wanted to isolate myself, and I only associated with people outside of school who were users. I didn't make

any friends from school, and I never went out after class with anyone. I just wanted to go home and use or be with other drug users."

Although Noe graduated with her class in May 2002, her legal career hit a roadblock. Two weeks before Noe was scheduled to take the Kentucky bar exam, she was informed that the bar examiners had discovered that she had not been honest on her bar application about her past drug charges, and she was told she had to wait until the next year to reapply to sit for the exam.

Frustrated and bitterly disappointed, Noe said she disappeared for days on a drug binge. However, things got worse before they got better. Following up on a tip from an informant, police searched Noe's home a few weeks later and found drugs. Noe was arrested on drug charges, and she wound up going in and out of jail for charges and probation violations, serving a total of six months in jail.

When she was finally released in February 2005, Noe headed back home—to the very places that had gotten her in jail in the first place. The temptations were more than she could bear, and Noe once again began using meth.

But this time, with more at stake, Noe realized that she could easily head back

to jail. Facing far stiffer terms as a repeat offender, Noe was scared, and in a moment of lucidity, she decided to turn her life around. This time, she headed to rehab. She checked herself into Volta, a 28-day state residential program in Hopkinsville, KY, and began the long, slow journey back to sobriety.

"I thought I did drugs to feel good," Noe said. "But in reality, it was to escape my past and my feelings." After her stint in rehab, Noe clung to her new drug-free life. She religiously attended Narcotics Anonymous meetings, going twice a day for the first 90 days. She also got a sponsor and cut off communication with her former friends who remained drug users.

Although Noe faced an uphill battle when it came time to find a job with her record, she was eventually hired as a law clerk at Kentucky Legal Aid in Paducah. Now clean and sober, she regularly speaks at various venues, telling her story. She has been asked to speak at a function hosted by WHAM, or War in Harrison County Against Meth, a grassroots antidrug campaign launched in Harrison County, IN. She also volunteers with KYLAP, the Kentucky Lawyers Assistance Program, to help other law students and lawyers struggling with similar addictions.

Noe said she is sympathetic when she hears stories of other young attorneys or law students who have lost their ways in hazes of drug addiction. She readily acknowledges that the pressures of law school and building a successful career as an attorney can be destabilizing. Crystal meth, she said, can be particularly tempting for overworked attorneys because it enables users to



Lawyers and Meth. CATHERINENOE

Runway
Runway
Runway
Runway
Runway

Project (Law School)

By Charisse Dengler



Have shows like *Project Runway* and *America's Next Top Model* got you itching to jump up off your thrift store couch and strut your stuff? Do you often feel like your own little version of Stacy London and Clinton Kelly walking around telling everyone what not to wear? Why not take a hint from Baylor

Law School's Rory Brewton and stage your very own law school fashion show?

Brewton, a 2L at Baylor Law School, worked in fashion public relations before entering law school, and these days, she jumps at any chance she gets to combine her

fashion know-how with her legal education. When she graduates in 2008, she hopes to go into either civil/general litigation or entertainment law and maybe even work as an entertainment agent.

Brewton left her job in fashion public relations in search of something more stimulating and challenging. She was looking for a job in which she would be surrounded by intellectual people who were working toward something that would make a difference in the world. With these characteristics in mind, she came across the field of law and decided it was exactly what she was looking for.

"The world of fashion, lifestyle, and entertainment PR can be very shallow, and some of the people you tend to encounter are not the type of people I wanted to spend my career surrounded by," she said. "While it was so much fun, it might have gotten old after awhile because there is not much of a challenge involved. Law presents me with an interesting challenge and is more fulfilling."

Brewton first learned that the law school fashion show was in the making when she read about it in law professor Mark Osler's blog, *Osler's Razor*. Upon reading the news, she was thrilled. For a girl looking to combine fashion and the law, a law school fashion show sounded like the best of both worlds. Needless to say, she immediately got involved.

Held in early October 2006, the fashion show was staged by two female law student models (one of which was Brewton herself) and two male law student models. It was

judged by a panel of three female law professors, three male law professors, a federal judge, the school's assistant dean, and a practicing attorney from the area. During the show, the models showed off outfits that would be appropriate for different legal-life scenarios; the panel of judges provided commentary on why the outfits were appropriate and suggested other options, as well. In addition, slides with examples of inappropriate attire were shown, and the panel commented on why these outfits were not appropriate.

Clothes for the event were donated by Ann Taylor Loft and Dillard's, and Brewton even wore some of her own clothes, which she said she felt were comparable to or better than the Ann Taylor Loft clothes that were donated.

The show was broken up according to five main categories: courtroom, client meeting, daily office attire, casual firm function, dinner with a partner/client, and formal firm function. The lights dimmed over the audience, and the group of law students, faculty, and family members grew silent in anticipation. Then, suddenly, as a spotlight lit up the runway, the first model took the stage. Placing one foot in front of the other, she paced and turned, stopped and stared, smiling into the crowd. Baylor's law school fashion show had begun.

"Professor Mark Osler opened with a welcome," Brewton said. "Then Assistant Dean Leah Jackson gave an intro speech on fashion in the legal community and the purpose behind the show and in general what your goal is when you are dressing--some general dos and don'ts. She also discussed other behavior issues that come into play for a young lawyer

in the legal community--alcohol, flirtation, etc. Then Professor Kristin Simpson took over as the commentator/narrator."

You may not have been there, but that doesn't mean it's time to call the fashion police. Below, Brewton



captures the highlights of the fashion show and provides some insight into what the "dos" and "don'ts" actually are in each of these situations. Read on for some tried and true advice on avoiding your own law firm fashion faux pas.

Courtroom

Females: For women in the courtroom, Brewton suggests a dark suit (brown, black, or navy). While the suit can have pants or a skirt, Brewton advises steering clear of lacy camisoles and cleavage. She also points out that a skirt should hit no higher than one inch above the knee. Make sure your feet are both trendy and comfy in a pair of

closed-toe, understated pumps (try black or brown mock croc), and feel free to adorn yourself with jewelry as long as it's conservative. (Small pearl earrings or diamond studs will do the trick.)

Males: For men in the courtroom, Brewton suggests dark suits, white shirts, and conservative ties. Keep in mind that while light blue shirts are acceptable, white shirts are preferred.

Daily Office Attire

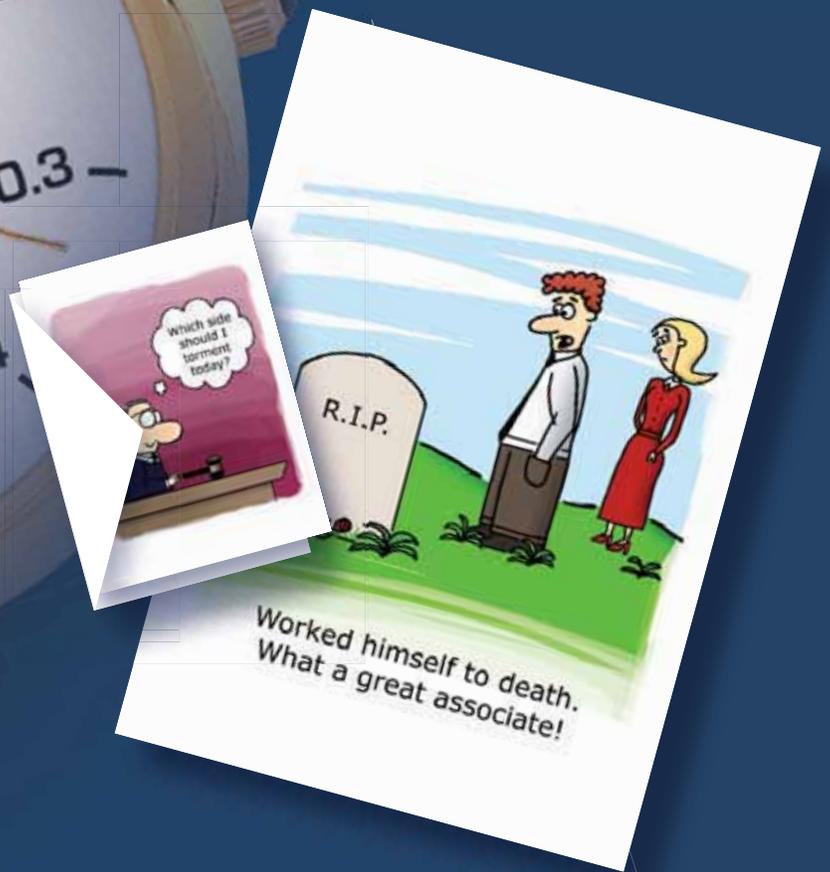
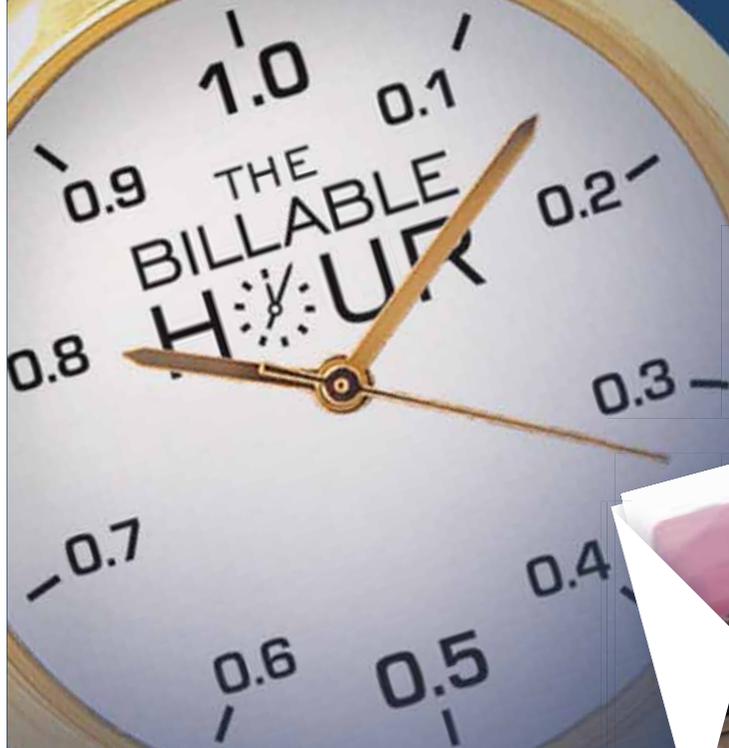
Females: For everyday office attire, Brewton steers women toward understated jewelry, clothing in muted colors, and the one word that every woman hates to hear: pantyhose. Sounds ghastly, doesn't it? Never fear, ladies. There will be plenty of time for prancing around in your absolutely fabulous minis and sequined tanks after the clock strikes five, but if that still doesn't pacify you, remember, you can always splurge on fabric. A little cashmere can go a long way toward upping your style factor, even if it is olive green instead of fuchsia. In the Baylor fashion show, the models wore turtlenecks in chocolate browns and charcoal grays, smart, tweed skirts, button-down shirts in rich hues, sassy pencil skirts, and pumps. As a side note, Brewton warns that women should have no visible tattoos and should stay away from ultra-casual styles that involve jeans. In other words, save your True Religions for happy hour.

Males: When it comes to men and everyday office attire, Brewton is a fan of the classic combination of a button-down shirt, tie, slacks, dress shoes, and a belt that coordinates with the shoes (of course). When picking out shirts and ties, Brewton

CONTINUED ON PAGE 87

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Judge Judy v. Versace: Who Are the Reigning Fashion Police of the Courtroom?

By Mary Waldron



With no official dress-code standard established for U.S. federal and state courts, many judges are taking it upon themselves to create and enforce their own sets of rules based on what *they* deem acceptable in *their* domains, whether it is sensible or flat-out discriminatory. Where should the line be drawn? Who should make the call regarding acceptable and unacceptable dress in the courtroom?

After speaking with a few attorneys, law students, and judges, it has become apparent that there are some misunderstandings and discrepancies throughout the United States regarding fashion in the courtroom.

Fashion Objection!

When it comes to women's fashion, there is a myriad of stylish yet classy courtroom-attire options--pantsuits, blouses and skirts, dresses; the combinations are endless. So why are women still getting admonished for how they are dressed in the

courtroom? Today, increasing numbers of women in law are attempting to juggle different judges' preferences for dress when they enter the courtroom, wondering, "Should I wear a skirt, or will the jury be staring at my legs during my opening remarks? If I wear pants, will the judge find me to be underdressed?"

In 1999, Limp Bizkit's "Nookie" was the most popular rock song of the year, MySpace.com was officially launched on the Internet, President Bill Clinton was acquitted by the United States Senate in his impeachment trial for--well, everyone knows what that was all about--and two women lawyers in a Seattle, WA, courtroom were admonished for wearing pantsuits rather than skirts.



Wait...huh? That's right. Page Ulrey, a deputy prosecutor, and Cindy Arends, a public defender, had just finished a day in the courtroom at the King County Superior Court with Judge Jeanette Burrage presiding. Both women were wearing very "put together" pantsuits and dress shoes when Burrage pulled them aside after the morning court session.

As Ulrey recalls the incident, Burrage said something to the effect of "In my courtroom, I require that men wear suits and ties and women wear skirts or dresses, and I'm going to require that both of you, in the future, in my courtroom, wear skirts or dresses." She continued, saying that she wanted to see something more "formal" in the courtroom. When Arends heard this demand, she told Burrage that she was no longer inclined to appear in her court again. Ulrey actually would not have been able to comply with the demand simply because she did not own a skirt-suit combination. If she needed to wear one the following day, she would have to rush to the nearest mall after work instead of focusing on strengthening her case for court.

Apparently Ulrey's black, tailored Ann Taylor pantsuit was not formal enough

for Burrage. After Arends and Ulrey explained their side of the issue, Burrage agreed to allow them to appear for the remainder of the trial in pantsuits--but only this one time. They would be expected to appear in skirts or dresses in the future.

Later on, though, Burrage sought advice from 49 other superior court judges in her county, all of whom disagreed with her outdated courtroom fashion philosophy. Burrage later withdrew her comments.

"I think lawyers should be allowed to be individuals and to have a certain unique style that's their own. I think you also do need to show proper respect for the court, but I think to say that for women, wearing pantsuits means not showing proper respect for the court is a very antiquated idea and is really not fair to women," said Ulrey. "I feel more confident and more like I'm there to be heard versus to be seen and taken a little bit more seriously wearing a pantsuit, personally. I think that if I were in a jurisdiction where pantsuits weren't allowed, it would be a real difficulty for me. I would feel pressured to be someone I'm not and to dress in a way that's not terribly comfortable for me."

Although this sort of reaction to something as "risqué" as a pantsuit is quite rare on the West Coast these days, it is actually quite common on the East Coast. "It's pretty common on the East Coast, and other places near the East Coast, for judges to require skirts or dresses to be worn in the

courtroom," said Ulrey, who attended law school and worked as a lawyer in Boston.

There are still many courts and district attorney's offices on the East Coast that are actively enforcing dress codes that prohibit women from wearing pants. One of these locations is in Orange County in New York. "Skirts and dresses--no pants at all," confirmed the receptionist at the district attorney's office.

About 2,500 miles away in Missoula, MT, Jenny Cochrane, a 3L from the University of Montana experienced a similar incident, although she was reprimanded for not wearing pants. While working on her clerkship at a federal courthouse, Cochrane was approached by her general counsel, who commented that her dress was "not professional enough." Her skirt fell an inch or two above her knees, and this was in the heat of summer.

"After that point, I wore things that didn't show my skin. I didn't change the level of professional attire I wore at all, but he still told me a couple of times how very professional I was, so I realized that the only thing he really wanted was that I didn't show my skin. I just wore pants from then on," she said.

The Devil Really Does Wear Prada

According to an anonymous lawyer from Nassau County, NY, Nassau County District Court Judge Lea Ruskin makes her rulings based on how well she likes what the defendant is wearing. Defendants who appear in court dressed in business wear allegedly tend to be given lighter sentences and fines than those who show up in jeans and t-shirts.

Once, this anonymous attorney's colleague arranged an experiment to



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Having trouble finding an in-house position? We're not surprised. Many companies employing in-house counsel also keep an outside law firm on retainer. Traditionally, attorneys at the outside law firm who do not make partner find it easy to transition to a former client. They understand the company's business and the legal issues pertinent to it. But as a result, the chances of an "outsider" getting such a position remain problematic at best.

Why Finding An In-house Job Is Like Playing Hide-and-seek

Another problem with finding an in-house legal position has to deal with where certain corporations advertise. Depending on the industry, they may place an ad in the Wall Street Journal, The ABA Journal, and nowhere else. If you don't happen to see either of these publications, or come across an ad too late, the opportunity is gone.

The Scattergun Approach

You can avoid the above-mentioned barriers to finding an in-house position by targeting an industry with which you have experience and sending resumes to every company or corporation in that industry. But this is a tedious and lengthy exercise with no guarantee you'll generate an efficacious result. To follow this course of action most efficiently, you would need to tailor each cover letter and resume to the perceived needs of each prospective employer. Good luck, and make sure you set aside a lot of time for this.

The Scoop About Job Boards

Job boards remain a final and, possibly, your best option. But there are caveats here as well. Job boards such as Monster.com, for instance, feature thousands of jobs, and include non-legal positions that only clutter your search. You are best off finding job boards that specialize in legal jobs.

If a job board is the route you decide to take, there is only one legal job board in existence anywhere that can provide you with all of the information you need. This legal job board contains more than 50,000 legal jobs, of which 25,000 are for attorneys, and of these, more than 12,000 are for in-house corporate or government jobs. No other legal job board provides you with more than 8,000 attorney jobs, and of these, only a small fraction are in-house.

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test this theory, which many of the county’s lawyers also entertained. When his female client showed up in Ruskin’s court wearing a high-fashion designer outfit and Prada shoes, carrying a Prada purse, she pleaded guilty to an A misdemeanor, for which Nassau County judges usually sentence probation. The well-dressed defendant walked away with a conditional discharge.

“Everybody knows her policy. Nobody really talks about or says anything--we all just kind of get a kick out of it,” the Nassau County attorney said. “I first noticed it when I was an assistant district attorney, and I thought it was a little strange, to say the least, but as I’ve continued to practice, to be perfectly honest, I’ve found opportunities to take advantage of it. I make sure that when my clients appear before her, they look good--they dress in their best finery.”

Supposedly, Ruskin’s taste in clothing does not waiver; if defendants are dressed nicely, she rarely deprives them of minor sentences. The attorney went on to say, “I’ve seen her take multiple DWI [Driving While Intoxicated] offenders, particularly females who are extremely well-dressed--I’ve actually seen her make comments from the bench complimenting them, on the record, no less, that the court reporter’s taken down--and she ends up giving these people extremely light sentences as compared with the other judges in the courthouse, and this is a consistent, consistent practice of hers.”

It has even been said that Ruskin uses this method when assigning arraignments, setting bail based on the subject’s attire. She allegedly justifies this by saying that “those who

dress worse show less respect for the judicial system, deserving a higher bail amount.”

“She’s out of her mind, but she makes it easy to practice defense law in Nassau County,” the anonymous attorney said.

David Corson, an attorney for the Nassau County District Attorney’s Office who has appeared before Ruskin many times, can also bear witness to Ruskin’s antics. “Yes, I’ve noticed that, and I’ve heard of it through the grapevine,” he said. Like the anonymous attorney, Corson did not seem to be bothered by the issue. “She can be pretty strict, but she is one of the better judges on the stand,” he explained.

Ruskin began her career in the late 1960s after graduating from Arcadia University with a bachelor’s degree

Nassau County, in which capacity she managed all areas of prosecution, from arraignments to trials. One would think she’d have some sympathy for those on the other side of the bench.

Perhaps Ruskin was an Italian fashion designer in a past life, or maybe she aspired to be a fashion editor but just never made it. Either way, her passion for fashion seems to have bled onto her judicial career, potentially making a mockery of the system.

Sandals and T-Shirts and Skirts, Oh My!

So what’s all the fuss about? Why not have judges and lawyers wear sandals and skirts in the courtroom? And while we’re at it, why not have the judge go without a robe on Fridays? In contrast with all of the fashion “laws” in American courtrooms, the dress code in American Samoa seems to be the most laid-back and hassle-free. Mark Hales, the Assistant Attorney General of American Samoa, said that a visit to the courtroom is like a day at the beach, as Hawaiian t-shirts, lavalavas (rectangular cloths worn like kilts or skirts), and sandals are staples of every lawyer and judge’s wardrobe.

American Samoa’s high court rules are as follows: “All attorneys and court personnel whose duties are in the courtroom shall be neatly groomed. Except as hereinafter provided, legal counsel must wear a shirt, tie, and long pants or, in lieu thereof, a shirt, tie, and lavalava. On Fridays (Samoan Day), male counsel may wear an ula (beads) in lieu of a tie. Female counsel must wear dresses, pantsuits, or skirts and blouses.”

“No one wears a suit. The only time



and Hofstra University School of Law with a Juris Doctor. Before she slipped on her judge’s robe in 1996, Ruskin served as Assistant District Attorney for

you see a suit down here, you know that they are an off-island lawyer,” Hales said. Maybe mainland-American courtroom fashion should take a few hints from American Samoa’s tropical, relaxed trends.

“Talkin’ ’bout My Generation...”

Concern about dress in the American courtroom has even manifested itself to law students and young professionals who are just starting to merge into the legal field. It seems that many of them have their own ideas about which fashions should be permitted in the courtroom and which ones should be overruled.

Zak Dabbas, a student at Case Western Reserve University School of Law in Cleveland, OH, has observed that the fashion trends and styles in the courtroom seem to be several



years behind what is actually happening in the grand scheme of the fashion world.

Dabbas has noticed a bit of a trend in his women classmates’ dress: “When firms visit our school to interview, normally well-dressed and beautifully

composed females become utterly frumpy. Gone are the nice, feminine styles of clothing, and they have been replaced with baggy, unflattering suits. This change seems shocking to me and has led to my realization that older generations view appropriate, professional dress very differently than my generation does.”

Dabbas hopes that the rest of his generation can get it together and not be influenced and brainwashed into following the outdated and unbecoming fashions of the older generation. “Nobody will take you seriously in the business world if you look ridiculous--maybe with the exception of Donald Trump,” said Dabbas.

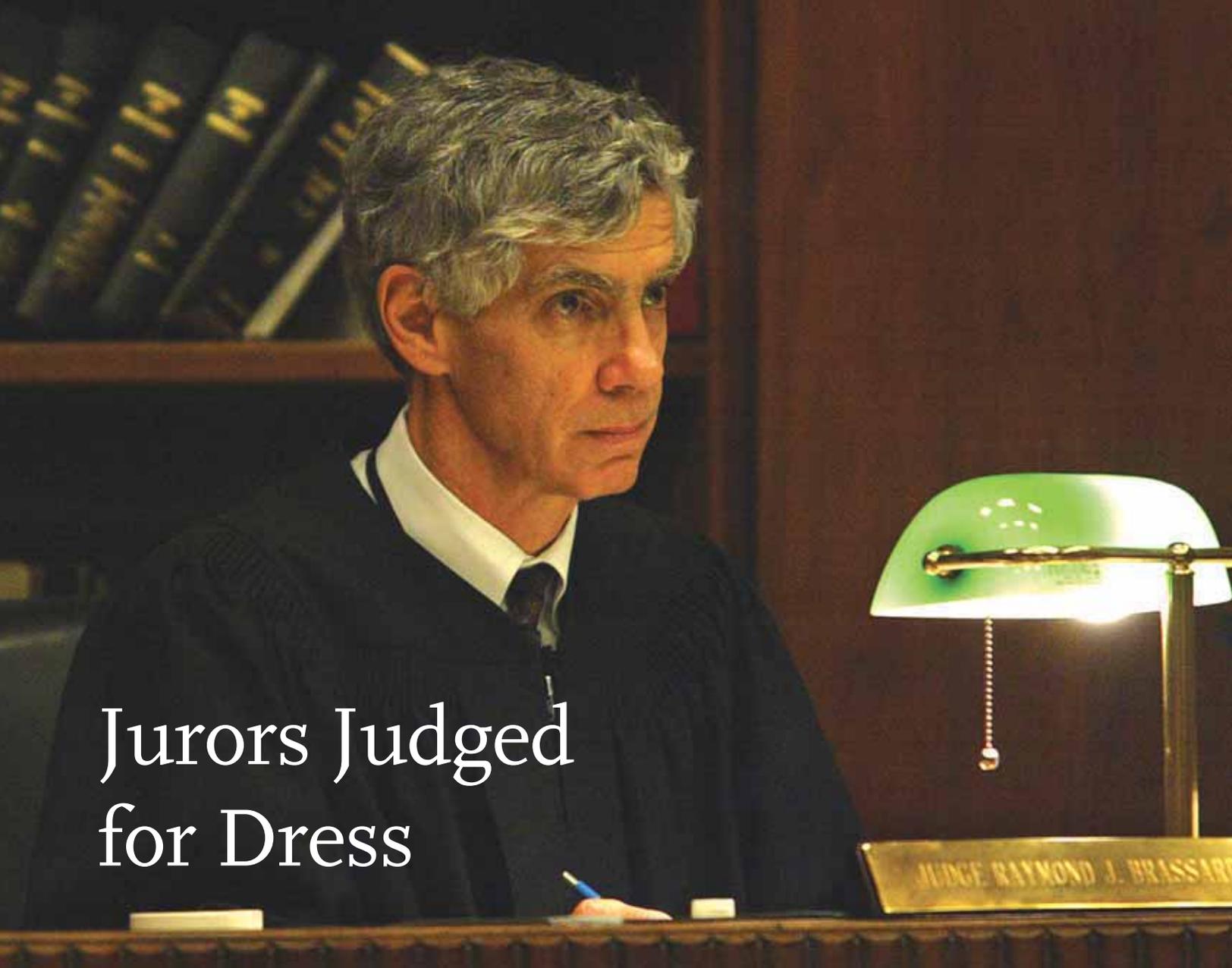
Danielle Bilotto, a new lawyer who has been practicing in the Chicago area since last May, also considers herself a sharp dresser in the law community and is a bit annoyed with the irksome fashion trends that have been shoved down the throats of many lawyers. According to Bilotto, the clothing colors seen in court are like “a morbid rainbow--black, navy, gray, brown, and maybe a dark olive green if someone is ‘pushing the limits.’”

Bilotto said she finds that her sense of style can sometimes be challenged or compromised by the boring and drab garb that she sees around her in the courtroom; nevertheless, she is still able to pull together a professional yet trendy and captivating appearance. “I don’t think going all out like Reese Witherspoon’s character in the movie *Legally Blonde* is the route to take; however, I see nothing wrong with



dressing appropriately while maintaining a sense of style. Current fashion trends do conflict somewhat, but I think if you are savvy about it, you can make a fashion statement in the courtroom along with your opening statement in addressing the judge!” she said.

“I want people to recognize me,” Bilotto continued. “I want to make a lasting impression on a judge, jury, and opposing counsel so that I can build my reputation. I want to be remembered as a good attorney so I can continue to expand my client base. As silly as it sounds, things like how you dress and how your business cards and marketing material look *do* make a difference. No one will pay attention to the face behind some ‘suit’--they all look the same--but if you dress to impress, your face will be noticed and your name will be remembered.”



Jurors Judged for Dress

Do Clothes Really Make the Man?

If you are a male in the state of Massachusetts and you receive that ominous oversized envelope cheerfully informing you that your presence is requested for jury duty, you may be met with more than a simple summons. If you end up in Judge Raymond J. Brassard's court, you may also receive some unsolicited fashion advice.

Brassard, who has served on the Superior Court bench for more than a decade, asks the male jurors in his

courtroom to wear neckties. He also encourages female jurors to dress "appropriately," but as a male, he says he is not really qualified to make any specific suggestions for women regarding what to wear.

While Brassard admitted that he got the idea from his former (now-retired) colleague, Superior Court Judge Robert Barton, he said he did not know of any other judge who makes similar requests. "I think that jury services are an important matter," Brassard explained. "If you have a serious case, you should treat it with seriousness and with respect," he added.

Your wardrobe choices reflect how you perceive yourself and your place in the world around you. So there is something to be said for the idea that what you wear can influence how seriously you take the task at hand. And serving on a jury requires you to demonstrate the utmost seriousness.

Anne Skove is Staff Attorney and Senior Analyst for the Knowledge and Information Service at the National Center for State Courts. According to her, many people selected for jury duty have never set foot in a courtroom before, and most courts have sections on their websites explaining dress code

requirements. “Most courtrooms have dress codes for everyone, including court employees, visitors, jurors, and attorneys. This makes sense because courts require public trust and confidence to function. The idea is to promote respect, not to promote fashionistas,” Skove explained.

“The court dress codes that I have seen are reasonable. Most rules focus on not wearing a particular item--untucked shirts, sunglasses, baseball caps, shorts, obscene t-shirts--to court, so affordability would not be a factor,” Skove said.

The Definition of Respectful

Dress codes are open to interpretation, allowing everyone equal opportunity to serve on a jury. What one person thinks is casual might be another person’s Sunday best. It all depends on age, culture, and gender, said Skove. For instance, in New York, jurors are asked to “dress in a manner respectful to the court.” Similarly, jurors in Massachusetts are asked to “dress respectfully,” and they can be dismissed if their clothing is deemed inappropriate. Even in California, one of the country’s most liberal states, jurors are encouraged to dress professionally. “Wear comfortable clothing that fits with the importance and dignity of the courtroom,” states the courts’ website. While a jacket and tie are not required, “business attire is always appropriate.”

Are most people capable of correctly defining the word “respectful”? Brassard said that he thinks people would dress inappropriately if he did not suggest wearing professional attire. Before he started making the request, he said, some jurors came to court wearing sweatpants and t-shirts. “I just don’t think that’s

appropriate to our courtroom. Oftentimes, someone’s liberty is at stake,” Brassard said.

In defense of Judge Brassard, Skove said that his dress requests are more like suggestions or preferences than requirements. “He is quite understanding, and I don’t believe he would kick someone out for not being able to afford a tie,” Skove said. Brassard is not asking prospective jurors to go shopping just to serve in his court. He acknowledged that some people cannot afford neckties, which is why his suggestion to wear one is phrased as a request and he only mentions dress once, at the beginning of the trial.

Even though fulfilling the request is not mandatory, Brassard estimated that about 95% to 98% of male jurors comply. “I think it helps them to take more seriously and more appropriately the heavy responsibility we place upon them,” he said. “I’ve never had a single juror complain about it,” Brassard continued. In fact, he has received positive responses from members of the court. “I’ve had compliments from a number of lawyers,” he said.

“I think that people--all of us, not just jurors--rise to the occasions that we’re placed in,” Brassard said. He finds that even people who cannot afford professional business attire make a concerted effort to dress as well as they can. “In other words, they’re dressing in the way that they’re best able to, and I’m always kind of touched by that,” Brassard said.

John Haugh, Chief Deputy Commonwealth’s Attorney for the City of Hampton, VA, is also in Judge Brassard’s corner. Haugh

does not see any fault in Brassard’s request. Jurors are involved in critical decisions that are “going to affect some person’s liberty and, in some instances, their life,” he said. If jurors were allowed to dress sloppily, “what you might find is that they might not take the job as seriously,” he added.

While Virginia is the only state that requires individuals to wear suits when taking the bar exam, Haugh, who has practiced in Pennsylvania, Georgia, Texas, and North Carolina, said he does not think the dress requirements in Virginia courtrooms are any stricter than they are in other states. In Virginia, jurors are asked to wear “comfortable conservative clothes appropriate for a business environment,” according to the state courts’ website. In the 20 years Haugh has been practicing law, he has not seen a juror dress wildly inappropriately. However, he noted that sometimes jurors do not wear enough clothing in the summer because it can be extremely hot in Virginia.

One New York attorney agreed. “In my experience, most jurors dress casually,” said Larry Lum, a partner at the New York law firm Wilson, Elser, Moskowitz, Edelman & Dicker. While he could not recall any instance in which a juror’s dress was shocking or blatantly inappropriate, Lum has seen jurors in very casual outfits in warmer weather. “I have seen t-shirts and shorts on occasion, which I think is a little too informal, but air-conditioning is bad in some courtrooms, and comfort is a major factor, too.”

Laura Hankins, Special Counsel to the Director at the Public Defender Service in Washington, DC, said she

CONTINUED ON PAGE 87



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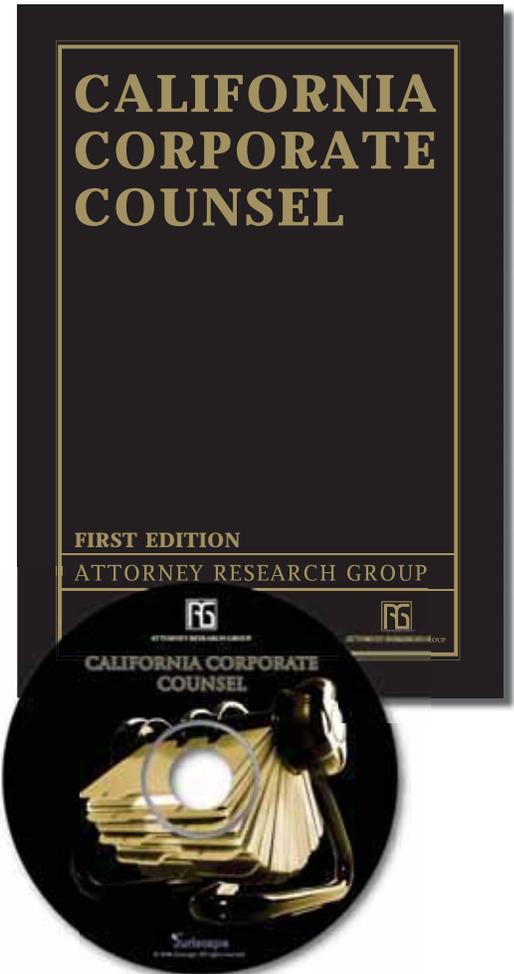
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Book Review

A Fool's Gold by Bill Merritt

(Bloomsbury, 280 pages, \$23.95)

By Mary Waldron

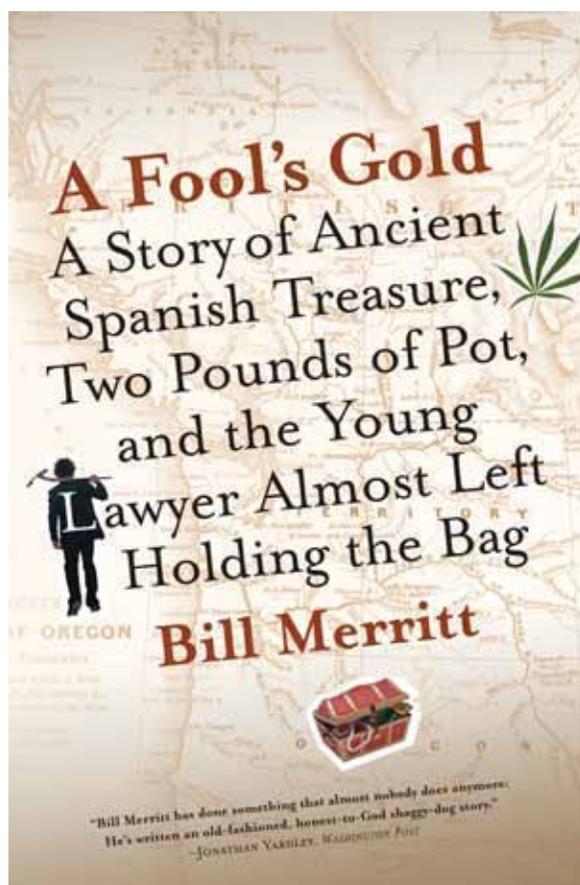
This intriguing tale is part memoir, part novel. Before chapter one even begins, Merritt warns us upfront, “This book isn’t journalism. It is filled with made-up individuals, composite characters, and descriptions that do not match anything in the real world.” Why, then, it is shelved within the true crime section at the bookstore is a bit of a mystery. But taken with a large grain of salt, *A Fool’s Gold* is enjoyable reading.

The story unfolds along the Oregon coast during the 1980s. Merritt portrays himself as a young lawyer who takes his first job working as an associate for Portland attorney Thaddeus Silk. After Silk dies from a heart attack, Merritt inherits his firm. What appears to be good fortune quickly turns sour as Merritt is left with the unpleasant task of cleaning up the mess Silk left behind—both literally and figuratively.

It turns out Silk had long been under surveillance by both the Oregon bar and the local D.A.’s office. It seems they suspected him of engaging in a number of questionable activities, including fencing Spanish treasure long rumored to have been buried along the Oregon coast.

One of the oddball characters inhabiting this adventure is Merritt’s very first client, Abby Birdsong, an aging hippie pothead who dribbles a trail of suspicious seeds wherever she goes. She calls Merritt for help when

she’s picked up by the sheriff because she’s carrying marijuana in her purse—almost two and a half pounds of it—which is nothing compared to the four and a half tons—yes, tons—packed away in her storage locker...but that bit of information gets revealed a little later.



Grady Jackson is an eccentric, bull-headed treasure hunter who insists that clues to the location of the missing treasure can be found in ancient mythology and in the Bible. Grady needs Merritt to represent him in his ongoing fight with the state for permission to dig up the beach in search of said treasure. The D.A.

thinks Grady has already found the treasure and launches a no-holds-barred fight to get it back.

And then there’s Tail Pipe, an emotionally wounded Vietnam vet who continually confesses to everything he has ever done in order to move up to the next rung in his 12-step program. All that keeps him going is his love for Jolene, the well-read, know-it-all secretary for Silk & Associates who was hired on as part of a prison work-release program. As their attorney, Merritt manages to win many cases—sometimes by dumb luck—but not without almost being indicted himself.

Legend has it that a magnificent treasure left by shipwrecked vessels is buried in the shadow of Oregon’s Neahkahnie Mountain; *A Fool’s Gold* charmingly recounts the numerous versions of the story. Along the way, the book also offers a surprise lesson on the history of Spanish trade and an easy-to-understand explanation of the trade winds that adds an unusual element to the tale’s backstory.

Throughout *A Fool’s Gold*, Merritt weaves an absorbing fable about learning the ropes, treasure hunts, and Oregon history. Conservative readers should be warned that the book warrants a mild “R” rating for language and some humor relating to male anatomy. While there is no sex or violence, there are rather poignant conclusions to the lives of this collection of societal rejects. *A Fool’s Gold* is an entertaining diversion.

Demystifying the Myths about Legal Prostitution in Nevada

By Tom Horne



In this issue, our editor-in-chief travels to Nevada for a fascinating look at the world of legal brothels...and all the misconceptions that both attorneys and laymen have about them.

While Las Vegas is known as Sin City, where budding attorneys learn firsthand that--despite what they've learned in law school--it's perfectly legal to gamble, guzzle Jack and Coke on public sidewalks, and smoke inside restaurants, one of the most prevalent delusions is that prostitution is also legal. Not so fast.

In spite of the hundreds of yellow pages devoted to adult entertainers and escorts and despite the incessant peddlers handing out explicit hooker business cards on the sidewalks (even if you're with a spouse or child, by the way), you cannot legally pay for sex within Las Vegas or surrounding Clark County. So what's a guy to do? Where's a guy to go?

Pahrump. Pah-rump. The name sounds silly enough to be the butt of many jokes, but the city of Pahrump,

NV, is all business when it comes to its prostitution trade. Legal prostitution, that is. Our *JD Journal* writing staff was fighting over who would get to visit Pahrump's legal bordellos to interview the beautiful courtesans in their lingerie, so I had to step in. I solved the dispute in the fairest and most balanced way I could think of: I vetoed them all and took the assignment myself. Tough job I've got. No perks.

Pahrump lies in Nye County, about 50 miles from Las Vegas. I stayed a night in Vegas and then drove to Pahrump in less than an hour, having to do an illegal MPH to make up for lost time after inching through all the construction. Once I got to Pahrump, I found the typical fast food chains, gas stations, and grocery stores. The unusual things I found were the

bordellos. And I visited the most famous one of all: the Chicken Ranch.

Interestingly, I discovered that the brothel business is a business, first and foremost. Complete with publicists, general managers, (clandestine) corporate ownership, and benefits for the working girls, it operates similarly to other industries.

This report is not meant as an endorsement of the prostitution business by any stretch. However, the more I looked for seedy aspects of this business, the more I found a surprising lack thereof. Legalized bordellos sort of fall into the same social category that cigarettes and alcohol do; they are a little bit sneaky and certainly considered a vice,

"Tough job? Yeah right! If you believe that we've got some beach front property for you in North Dakota!"

--JD Journal Staff

but they are fully legal businesses, nonetheless.

The difference I found is that there is little litigation involving the bordello industry. It seems that every day there's another person suing a tobacco company, and we all know about the serious nature of alcoholism and drunken driving. There is a gigantic market for attorneys in tobacco and alcohol litigation, but this is not so for bordellos. So read on, attorneys, to be entertained and to learn more. But don't expect to make your niche as a brothel lawyer.

It took a few phone calls to gain access, but I landed my interview at the Chicken Ranch. (I also attempted to tour other bordellos, but my requests fell through.)

The first person I met with was Debbie Rivenburgh, who started at the ranch 20 years ago as a part-time shift manager (what we might commonly call a madam) and worked her way up to general manager. "I had no idea what a brothel was like," she said, adding that she took the job to support her family. "I was gullible at first. The women intimidated me, and I had to overcome my shyness."

Now, after being in the industry for two decades, she said, "there's nothing meek or gullible or shy about me anymore."

Over the years, she's seen it all--from the rowdy frat boy coming in shit-faced drunk and expecting a freebie to the introverted, older gentleman who just wants company. Sometimes, she explained, the men are just lonely and don't even want sex. They just pay the girls to talk to them. "All

they want is companionship and conversation."

"A girl can't even get laid in a brothel," lamented Girlie, one of the courtesans currently working at the ranch. "There was a cute guy who came in yesterday, and I wanted to have sex with him. But he just wanted to talk." Girlie greeted me in the lounge and led me into her bedroom. (Each girl has her own room at the ranch where she conducts business.) She invited me to take a seat on her bed, and we started talking. Girlie began



her work in the adult industry as a webmistress for some friends; then she had the business savvy to start her own site.

Today, www.GirliesCam.com boasts chat rooms, photos, and videos of Girlie and dozens of other women.

On the day I met with her, she wore sweatpants and no makeup, and her hair was pulled back in a simple ponytail; if you saw her like this out in public, you'd have no idea what she did for a living. Yet she was still quite attractive and had no reservations about answering all of my questions.

The most common misconception about bordellos, she said, is that men "think we live here." She went on to explain that the girls are contractors with homes and businesses of their own. It seems that whenever the mood (or the financial need) strikes them, they come to the Chicken Ranch to work for a few months or even a few weeks.

Sometimes their stints are even shorter, according to Rivenburgh. "I've hired girls who seemed fine," she said, but the next day, they were out the door, telling her, "I thought I could do this, but I guess I can't." I asked her about the interview process for hiring prospective courtesans. "It's 50% looks and 50% personality," she said. "I look for girls who are pleasant and outgoing. They come from various other jobs. Strippers, dancers, and illegal prostitutes."

If a woman chooses to be a prostitute, working in a legal brothel is astronomically preferable to working the streets of Vegas illegally. For starters, she cannot be arrested. There are no violent pimps. HIV testing is mandatory. But perhaps the most important advantage is the sense of camaraderie that the girls feel for each other. They're "like a family," said Rivenburgh. And it's this family element that keeps the contractors/prostitutes coming back to work.

In fact, every person I spoke to at the ranch mentioned this family element. "I am loyal to this house," said Rose, a prostitute who has traveled a much rougher road than Girlie has. Rose began as an illegal escort and worked for years in the area after running away from home. She's now 48 years

old but looks much, much younger. In fact, while I was there, a gentleman selected her out of a lineup of much younger women, perhaps because of her short, form-fitting dress that exuded her sexuality and showed off a body that was incredible for a woman of her age.

While my conversation with Girlie was informative yet lighthearted (she told me a customer with a toilet fetish had offered her \$100,000 for an act that I won't mention here), my talk with Rose was much more somber. A woman of her age has "seen it all" she said. She mentioned that this business isn't for everyone. It's the type of job that might prevent you from ever meeting the right man to have a family with. The type of job that saps the aspirations of young women. The type of job that "you

get stuck in if you're not careful." Rose does not consider herself "stuck" in this job, however. As I

legal acts without shame. Yet there was also a sense of regret about her, leaving one to wonder if she chose this profession or if it chose her.

The "acts" these women perform are literally spelled out on a printed menu. A man can choose from virtually any sex act, as long as he has the money and as long as the courtesan is willing. The ritual begins when a man rings the buzzer at the front gate. The shift manager (madam) welcomes the man into the main parlor, a large lavish room with impeccable furniture. The madam invites the customer to take a seat; then she rings a bell. This sound alerts the girls throughout the ranch that a customer has arrived.

Back in their bedrooms, the girls get ready and form a line in a hallway just out of view of the customer, who's still waiting patiently while helping himself to soft drinks and candies. Then the madam leads the girls out. A curtain parts, and the girls stand before the customer side by side, facing him. Each woman is dressed provocatively, in outfits you might expect to see in this profession: short, tight skirts; very high heels;

low-cut blouses; lots of makeup. They

turn, and then the madam asks the customer which woman he would like to meet. On the day I visited the ranch, the customer selected Rose.

She took his hand gently and led him down a long hallway. In fact, I was supposed to begin my interview with Rose right before the customer came in, so I had to delay our talk until after they were finished. Meanwhile, as I awaited Rose, two other customers came in about five minutes later. The women assembled once again and formed their lineup, this time with several more girls. It turned out that only one of the men was interested, and his buddy went out to the attached saloon to have a drink and wait. Later, as I was interviewing Rose, yet another customer came in, and our talk was interrupted when Rose went out to join the lineup.

While I don't know the specifics of what happened between Rose and her customer, I did find out that the girls take the men into their bedrooms and then start the negotiations. Girlie said that she begins by asking the man what he wants from the menu. Then, she and her customer negotiate the price. Girlie even has her own personal menu. For confidentiality reasons, we cannot publish the prices Girlie and I discussed, but the rates at the Chicken Ranch are very comparable to what Vegas escorts charge. Once an act and a price are agreed upon, the fun commences. Afterward, the lady walks her customer back to the front parlor, where the madam escorts him out.



"You definitely don't want details about the toilet fetish!"

--JD Journal Staff

It's a business that operates 24 hours per day, 365 days per year, a fact that gives Rivenburgh headaches. The women come and go frequently, she said, and that makes creating a schedule a nightmare. Rivenburgh is also responsible for getting the girls their mandatory STD tests and for ensuring that enough women are working at any given time, especially on peak nights of the week like Saturday. It's a business that brings a lot of revenue into Pahrump. For example, Rivenburgh said she spends more than \$200 per day on groceries.

to day in a brothel." She pointed out that *Cathouse* often shows the flamboyant customers or those who make unusual requests--things that are not the norm. It shows the more extraordinary "days in the lives" of the prostitutes, while ignoring the mundane events such as sitting around watching TV while waiting for customers to come in. On the other hand, a documentary is being made for the Sundance Channel that will indeed capture the real world of brothels...the world the Chicken Ranch courtesans encounter daily.



and get a "Sheriff's card" (basically a permit to be a legal prostitute) each quarter from the Nye County Sheriff. All of the girls must be aware of Pahrump's complicated and unique laws.

And what about attorneys as clients? Well, the girls cannot go into private details, but they did explain that male attorneys are just like other men, and they've been known to pop into the bordello from time to time.

Upon my return from my visit, the *JD Journal* staff seemed fixated on asking me if I "participated" by sampling any of the wares at the Chicken Ranch. "What happens in Vegas stays in Vegas," I said. Then someone retorted, "Yeah, but you were in Pahrump, not Vegas." Whatever. I'm still not telling...



The Original Chicken Ranch Menu

In the local community, the brothels are accepted, and citizens generally like having them around. The Chicken Ranch and some other brothels are located on an isolated old road, far removed from any schools or other places that kids might be. Sometimes they get complaints from newer residents when they move into Pahrump, but the brothels were here first and aren't going anywhere, so it's the new citizens who have to get used to them or move...and not the other way around. Girlie said that HBO's *Cathouse* is "sensationalized" and not at all indicative "of what goes on day

Pahrump is also an interesting case for any law student because of its peculiar laws. In 1971, Nevada said that the issue of licensed bordellos would be decided by its individual counties and would be based on population restrictions. The brothels are not allowed to advertise. They cannot list their rates on websites, for instance. Participants must be 21 years old. Every girl must adhere to a strict STD-testing schedule



Those who choose...

CONTINUED FROM PAGE 15

collapses neatly into its small, unobtrusive storage compartment.

One of the vehicle's most significant features is its cutting-edge aluminum chassis. Sturdy and unexpectedly light, it contributes to a comfortable and safe ride, as well as superior handling. More than 140 meters of welding go into the production of each handmade chassis. The Drophead can go from 0 to 60 MPH in 5.7 seconds on account of its 453-horsepower, 6.75-liter V12 engine; it has a top speed of 149 MPH.

Because of its near-50/50 weight distribution, double firewall, easy air suspension, and comfortably insulated body, the manufacture of each Drophead Coupé is a remarkable effort requiring more than 350 hours of labor. At base, the hood, pillars, and bumpers of this model match the color of its body. Stainless steel is optional, as are leather or mohair inner-roof materials, two-tone painting, extra chrome, and more detailed metal- and woodwork. Additionally, the Drophead is furnished with iDrive, LED side lights, rollover protection, and a hidden, nose-mounted camera to assist with parking and pulling out of side streets.

"The Phantom Drophead Coupé," said Ian Robertson, Rolls-Royce Motor Cars Chairman and Chief Executive, "marks the next chapter in our history. While the Saloon continues as the brand flagship, the Drophead leads us in a more informal direction, attracting new buyers to the marque. In the coming years, other new models will strengthen the company still further."

The largest Rolls-Royce market is the United States, followed by the United

Kingdom and then China, which became its third-largest market in 2006 after growing by more than 60%. In 2006, Rolls-Royce exported its fine vehicles to more than 50 nations, including Turkey, Nigeria, Angola, and the Dominican Republic; its top five dealerships that year were located in Beverly Hills, Tokyo, London, Dubai, and New York.

On the south coast of England, there is a manufacturing plant, and this summer, it's going to cut the U.S. off a big slice of heaven and send it to us on a set of hot wheels.

Significant Lives...

CONTINUED FROM PAGE 23

was wrong; it was a crime. I think it's a very restorative process for girls who have been so traumatized. Aftercare is a long and difficult journey for these girls, but that piece of justice [...] is just amazing."

* * * *

At first, Cardela looked like any other International Justice Mission staff member as she ascended to the podium to speak at the organization's annual Washington, DC, benefit dinner. She was dressed in a crisp business suit and seemed to fit into the room full of lawyers wearing typical DC attire.

Cardela took the stage, standing tall despite the 1,000 sets of eyes that would soon be on her. She glanced back at Sean Litton, her "Uncle Sean," who still heads IJM's Southeast Asian office. He smiled at her, and she began to share her story. Soon, the loquacious crowd became absolutely silent.

As Cardela stood on the stage telling her story to a captivated

audience, it became clear that she embodied the end result of the restorative process. She is now a college student working to finish the education that she began so long ago. She hopes to return to her parents soon, diploma in hand. Although her story has a seemingly happy ending, Cardela works daily to overcome her past. While describing the events leading up to IJM's intervention, Cardela paused at the part where her aunt's boyfriend coerced her into a room alone. Her silence said everything.

Sean Litton and Gary Haugen came to her rescue and stood beside her as she cried. They reassured her that she could stop if she couldn't go on. After a minute, Cardela stepped back up to the podium and continued. She explained how doubtful she felt when she first met Sean Litton: "I was thinking, 'What could this American do?'"

Apparently a lot more than she thought--and more than many of us think. After Cardela spoke, Haugen challenged the stunned crowd to get involved and donate to IJM's cause.

"As you give, we will go," Haugen prompted. And so they gave...\$271,000 in one night.

For more information about IJM and ways to contribute, please visit www.ijm.org.

Sex and Power...

CONTINUED FROM PAGE 34

however, is actually quite simple. The game is changing. And when the game evolves, so must the rules. The fact that women are entering the legal profession en masse heralds the

coming of a new era, and in this era, those who formerly held the most power--primarily men--must learn to address issues of appropriateness, inclusion, and acceptance.

With regard to sexual harassment, Rhode stated, "the level of sex segregation in a particular work setting is a factor." Having a larger population of women in the profession will bring more equity in terms of power and control.

Currently, the structure of the legal profession--and law firms in particular--acts in a manner that inhibits women from moving up the ranks to positions of power. According to a study conducted by the Defense Research Institute (DRI), of those women surveyed by the DRI Task Force, "65.3% believe there is a 'glass ceiling' that prevents female trial lawyers from reaching positions of leadership and power within their firms."

Rikleen, a partner at Bowditch & Dewey and Executive Director of the Bowditch Institute for Women's Success, observed, "We still rely on an institutional structure that is a couple hundred years old." The most significant issue Rikleen discovered while conducting research for her book is a matter that affects all other facets of organizations: mismanagement of law firms.

"What still is lacking is the institutional focus on and commitment to the management of the people in the workplace. Most practice group leaders are chosen because they are great lawyers and they are great business generators, but that leaves very little time to be great managers. Law firms have to put in place mechanisms to manage in a fairer way and to manage in a way that really pays close attention to what's happening in the workplace," Rikleen explained.

According to this view, mismanagement inhibits firms from taking proper courses of action when things go awry (when women are being sexually harassed, for instance); it also affects the assignment process and the abilities of women to move up the law firm hierarchy.

When women are given power, it is often limited and somewhat stereotypical. "Various firms have various committees...and most of the people we talked to said that there were very few women on the high-profile committees--that the committees they were being assigned to were for things like 'help plan the retreat,'" said Keri Lynn Bush, DRI National Director and participant in the DRI study.

Moreover, bringing these discrepancies to the forefront can have negative consequences. "I've heard many examples of a situation where a male--a senior male associate or a young partner--will say to a newer woman lawyer, 'Don't raise women's issues here; you'll get branded,'" Rikleen said.

In fact, according to the DRI study, many women will eventually leave firms and "become in-house corporate counsel, government lawyers, judges, or take other positions, all of which are perceived as more hospitable to women lawyers. Or they leave the field of law completely."

However, the integration of women into the profession is not the only issue at hand. Yes, there are growing pains, but the bigger issue is firms' reluctance to acknowledge the inappropriate behavior of rainmakers. In many instances, firms do not want to confront rainmakers because they do not want them to go elsewhere, taking their business and clients with them.

Rhode explained, "Some of the most egregious cases of sex harassment involve conduct that is pretty clearly over the edge, but it happens because a powerful rainmaker doesn't get called on it."

In order to address power issues, whether perceived or actual, Katrina Randolph made sure that she inserted herself into male excursions so that she would be seen as an equal and not as an individual of inferior status, and she suggests that others do the same. "There were times when I noticed all of the male associates were out playing golf, and I hadn't been invited, so the next time, I said, 'I play golf.' Or they were going out to drink or whatever--'I drink.' It's a way of letting people who otherwise might be a little insensitive know that you are just like they are and they are just like you are."

Randolph, who is General Counsel for Brightline Compliance, an organization that trains individuals and organizations on handling sexual harassment and ethics-related matters, elaborated, "People choose victims; they choose people that they think will be victims to commit harassment against and other forms of misconduct." Randolph believes that once an individual perceives you as someone of equal status, he or she will no longer act inappropriately toward you.

Although Tysman did not win her suit against *Masry & Vititoe*⁴, she said she wouldn't change a thing. "I wasn't too scared. I did step up to the plate, and I did it [...]. If I had to do it again, I would do it again."

More importantly, though, she advised individuals who have experienced or are experiencing discrimination or harassment to take action. "My advice to them would be to fight [...]. [If] the

person who's being harassed [doesn't] step forward and just keeps her mouth shut and carries on with life, the next person in her position is going to have the same thing happen to her, and the following one, and the following one. So at some point, it's kind of like abuse. You have to stop the cycle somewhere, so step up. Do something about it," she said.

The legal field is in the midst of a crisis. Major issues are beginning to present themselves as women begin to join the profession in large numbers. Roughly half of all current law students are women. As a result, it is more pertinent than ever to address the issues that are quickly beginning to assert themselves, particularly those that concern the power discrepancies between men and women. And if this is done, the field will be better equipped as a whole to uphold the laws it represents.

¹According to the DRI study, as of 2003, only 16.81% of partners in law firms were women.

²As quoted in the article "Sexual Harassment: What if It Happened at Your Firm?"

³Some names have been changed to protect those involved.

⁴The jury did award Tysman \$120,000 for slander, as well as \$650,000 in attorney fees.

Transgender Attorneys...

CONTINUED FROM PAGE 49

When the male Yamamoto began approaching his clients about his upcoming transition, though, instead of the hostility he was prepared for, he was met with supportive acceptance.

"I have three murder cases--one of them is a capital murder case--and some of these guys are pretty tough guys with really very macho and gangster-type backgrounds, and they were amazingly compassionate and supportive," she said. "I would have these conversations, and I would usually say, 'I'm going to be going through a gender change. That

means I'm going to have an operation. I'm going to go through all this stuff here, and I have to do this thing. I'm sorry. I have to go through transition.' And they would say things like, 'Oh, no shit. That's really interesting. No problem.'"

Yamamoto said she's still amazed at the acceptance and lack of opposition she receives every day of her life from everyone from judges and clients and police officers at the jail to her friends, a reality that inspires what she describes as euphoria.

"I've seen more love and affection and beauty than I could've even imagined existed before my transition," she said. "I guess preparing for the worst made everything so much more vividly benevolent that I walk around in a lot of euphoria, frankly."

"Before transition, I was a very cheerful person, but I wasn't happy," she said. "I was the kind of person that makes the best out of everything, but I remember feeling very strongly, the older I got, that if I didn't transition, I was both phony and a coward--two of the things that I really kind of dislike in this world--and being both of them was kind of depressing."

"It would be a disservice to the whole transgender community if I was putting some kind of a gloss on it that was making it sound better than it is, but it really has been that way," she said.

When asked if she has experienced any sort of sexual discrimination in the legal workplace now that she is a woman, she said she can't put her finger on any specific instances and made reference to the fact that what may be seen as unwanted attention by other women may actually be seen as flattering attention by someone who is new to being a woman and wants to be appreciated and viewed as such.

She also admitted that she's always had an assertive personality, which she feels generally discourages confrontation. She thinks this characteristic of her personality makes her a perfect spokesperson for the transgender community.

"It's just like I've always felt," she said. "I don't mind being sort of a lightning rod for the bigots, actually. As long as I know what direction the bullets are coming from, I'll know where to duck. I'm certainly strong enough and verbal enough to handle it, I feel. So if anybody's going to have to put up with it, it should be me, probably."

"It's not like I like taking on stuff like that, but if you think about it, somebody that can talk and somebody that can advocate and somebody who's basically a warrior is the person it should fall to," she said. "There are a lot of people who can't do it. They're just too afraid to do it, or they haven't got the words to fight back."

Joann Prinziavalli

Joann Prinziavalli is a witty woman with an old soul who believes that helping others is one of the most important things one person can do for another. Chief Counsel for Kensington National Title Services, Prinziavalli is also a New Yorker through and through.

Born and raised as Paul, Prinziavalli lived in Brooklyn, NY, until the age of 10, when he moved to Staten Island, where he lived for 25 years until moving to Westchester in 1985. Prinziavalli grew up in a lower-middle-class Italian-American family. He had an older brother who passed away as a baby before he was born and a younger brother who passed away in 1997 at 41 years old of complications from AIDS.

Prinziavalli received his bachelor's degree from St. John's University, Staten Island,

in 1975 and his J.D. from St. John's University, Jamaica Queens, in 1978. In 1979, he was admitted to the New York State Bar and has served as general and chief counsel for several banks and title companies around New York City.

Prinzivalli knew as a child that he was different. Beginning at age four, he frequently dressed up in his mother's clothing.

"The truth is, when I was four years old, that's when I realized that I was misclassified. I didn't know about anatomical differences; the only thing I knew is that little girls wore dresses and had long hair, and little boys wore pants and had short hair, and that I was misclassified and should have been the long-haired, dress-wearing type," Prinzivalli said.

At the age of six, he was caught by his father wearing his mother's clothing and stopped dressing up until the age of 12.

When he was 17 years old, Prinzivalli read Christine Jorgensen's autobiography and realized he was not alone. As a way of reaching out, he told his mother that he needed to see a therapist.

"I am standing in the bathroom dressed in my mother's clothes with the door closed, and I am arguing with her," Prinzivalli said. "She gets to the point where she says to me, 'You have to tell me what's wrong with you; otherwise you can't see a shrink.' I opened the door and said, 'Well, Mom, it's because you may have a daughter instead of a son.'"

His therapy only lasted for six months. The therapist explained to Prinzivalli that as Paul, he could not be a transsexual because he wasn't a gay man and that any cross-dressing needed to be done very discreetly because, if caught,

he would be kicked out of the house.

Prinzivalli went on to St. John's for his undergraduate and J.D. degrees. As Paul, he spent three years studying to be a priest at Saint Charles Borromeo Seminary, a Roman Catholic seminary on Flagg Place in Staten Island.

Throughout his entire education, with the exception of law school, Prinzivalli went to Catholic school and felt called to a religious vocation from an early age. During his youth and adolescence, he also served as an altar boy.

When a representative from the Saint Charles Vocation Club came to speak to his sixth-grade class, Prinzivalli began to think that becoming a priest might help with the struggle he was facing with regard to his gender identification issues. However, Prinzivalli later decided against this path when his gender issues continued to plague him.

"After nearly three years at the seminary, I realized that I really was not going to be able to reconcile my gender issue with becoming a priest," Prinzivalli said.

"While I continue to feel the vocation to the priesthood--even today--that is not something I could do within the Roman Catholic Church, which does not ordain women as priests and made it clear in a 'sub secretum' document issued by the Congregation for the Doctrine of the Faith in 2000 that persons who are transsexual by nature are not welcome in any aspect of Roman Catholic religious vocation and are permitted only to be members of the laity."

Prinzivalli, who was asked to leave the Church when he began transitioning, stays active religiously by organizing and preaching at the nondenominational annual International Transgender Day of Remembrance services in White Plains and surrounding areas.

Upon leaving the seminary, Prinzivalli went on to college, where he double-majored in psychology and business, planning to work in advertising. The 1975 recession inspired him to take the LSAT, and afterward, when he won a scholarship to law school, he decided to become an attorney.

Fresh out of law school, Prinzivalli got a job with Barone & Passarello, a small firm on Staten Island. There, he got to try his hand at the areas of law he described as "rather fascinating," including real estate and title insurance work. From there, Prinzivalli went on to work for John Hall, handling the same types of issues. After that, he made the move in-house to work as Assistant General Counsel for Westchester Federal, a savings institution. He was later promoted to General Counsel when his predecessor retired. When Westchester was bought by another company, Prinzivalli worked in a number of title insurance positions before becoming Chief Counsel for Kensington National Title Services, the position she is currently in.

"Being a part of the legal community today is as interesting and challenging as it was when I first started practicing," Prinzivalli said. "I like my work. I enjoy helping other attorneys through the maze of different issues they may encounter in a real estate transaction. There is always something fascinating to discover that might be hidden in an abstract of title."

With regard to his pre-transition personal life, Prinzivalli met his ex-wife shortly after starting work as an associate at his first law firm, and the two were married within nine months of their meeting. They have four children together, three boys and a girl, now ages 26, 24, 19, and 13. His ex-wife knew one year into the marriage about his cross-dressing.

“I thought I was going to give it up and that it wouldn’t be a problem anymore—figured I would get married and have a family,” Prinziwalli said. “After a few months, I was back to it. I realized that she might come across my things, so I had to come clean and let her know. She was basically fine with it as long as I was quietly doing it at home with no one around.”

For 20 years, they were married without problems, until Prinziwalli, still living his life as Paul, began to feel the need to be himself in public.

“The big problem when I started to be out in public was the Big E—you know, E for embarrassment. My ex-wife was embarrassed about how Joann would reflect on her,” Prinziwalli said.

When Prinziwalli began living life as Joann in the public eye, the almost-20-year marriage hit the rocks. The couple spent a year in therapy, but it did not help.

“So the divorce happened,” Prinziwalli said. “She picked up the kids and left me. Then she had me thrown out of my own house so she could move back in. I was court ordered not to see my children. At this point, I was not living as Joann. I was still suppressing, living as Paul, and wanting my true self, Joann, to live free.”

In August 1999, after the divorce proceedings began, Prinziwalli spoke with his employer about the upcoming life transition he would undergo, from Paul to Joann. Explanations of things as simple as bathroom procedures were outlined to make sure that everyone would have options if he or she was uncomfortable with the change. The company asked Prinziwalli for some time in order to prepare fellow employees.

In keeping with his strong ambitions to help himself feel comfortable with who

he is and help others feel comfortable with who they are, Prinziwalli testified at a public hearing in favor of transgender inclusion in the Westchester County Human Rights Law. It was then that he was “outed” by the local Fox News outlet. Following this public hearing, his company had two separate board of directors meetings, as he was an officer of both the parent company and the New York subsidiary. One month later, Prinziwalli was fired.

“They said it was because of performance issues, and that’s not true,” Prinziwalli said. “I believe they didn’t know how to handle it.”

After Prinziwalli filed court papers citing discrimination, the company settled with her for an undisclosed amount of money; and Prinziwalli, now living as Joann, pressed forward. She went on to file for a legal name change and all of the required personal identification documents.

“Armed with a changed Social Security card and a new driver’s license, I was able to get employment without a terrible problem—even though I have made sure my resume includes enough information on it that an interviewer will know that I have some connection with the LGBT community,” she said.

Her first job after transitioning was as Of Counsel to Cadwalader, Wickersham & Taft’s real estate department. Cadwalader, the oldest law firm in the nation, prides itself on its commitment to diversity within the firm, and Prinziwalli enjoyed her time there immensely. However, after the attacks on September 11, the firm downsized, and she was forced to move on.

When asked if she has been discriminated against in her work as an attorney because of her transition, Prinziwalli said she has not received any discrimination with regard to her practice.

“At every abstract company I have been with since starting transition, management and employees either know I am transgendered—the title industry in the New York metropolitan area is small enough that my situation is not a secret—or they don’t; but I have never had a problem with coworkers, customers, clients, or any of the attorneys I deal with on a daily basis,” she said.

However, there was a Chief Clerk of the Appellate Division, Second Department, who flat-out refused to change her name on the Roll of Attorneys, even though she had prepared everything correctly. She tries not to let it bother her, though.

“The only time I get reminded of this is when I get my biennial statement from the Office of Court Administration, which comes with my former name on it, and which I correct by hand every two years,” she said.

Prinziwalli, now living full-time as Joann, suppressed who she was for many years and is now living a happy life. She is still practicing law in the state of New York as Chief Counsel for Kensington National Title Services. She lives with her partner, Trudy, in Westchester and actively works with the gay and lesbian communities of New York City.

In Conclusion

While the walls that these four attorneys have scaled might make you feel vicariously weak in the knees, it’s important to keep in mind that without bad, there would be no such thing as good. One could not exist without the other. What this means is that while these individuals may have experienced more hurt and anger and frustration than most people have experienced—and than most people ever should—

-they have also had the privilege of experiencing more love and acceptance and understanding than some of us ever will in our entire lifetimes.

In a world where “different” often means “wrong” or “bad” or “strange,” these attorneys are talking about tolerance and freedom and challenging everyone they meet to do the same. As a result, they have seen minds opened, hearts thawed, relationships healed, hope restored, and freedom found in a profession that is notorious for being old-fashioned and traditional.

Caught with a Crutch...

CONTINUED FROM PAGE 62

that could result in a malpractice suit or disbarment. Other issues arise from the personality characteristics of those typically drawn to the practice of law. Those with overachieving, type-A personalities can be high-strung, anxious to please, and terrified of failure.

While many attorneys are able to successfully navigate these issues and build satisfying careers and personal lives, not all lawyers are able to maintain their stability, and some of these promising young associates turn to crutches—drugs, alcohol, or other escapes—to help them make it through their days.

The pressures of the legal industry have been well documented. According to Benjamin Sells’ groundbreaking book *The Soul of the Law*, in which he explores the demands of the legal industry and their affect on the psyche of legal professionals, attorneys statistically have higher rates of depression, substance abuse, and suicide than the general population. In spite of these well-publicized woes afflicting the legal industry, the pressures attorneys face have only intensified—salaries for attorneys are higher than ever, and so

are billable-hour requirements.

Further, bonuses, salary increases, and partnership chances are all tied to billable-hour benchmarks. And there is no incentive for this system to change because those who have the power to make fundamental changes within the legal industry—top partners at top law firms—are the ones profiting most from the current labor pyramid. For instance, according to Cameron Stracher’s *Wall Street Journal Online* article “For Better Law Careers: Cut My Salary, Please,” “a young lawyer who bills 2,200 hours at \$250 per hour generates \$550,000 for the firm, only \$145,000 of which pays his salary.” The difference, after settling firm expenditures, goes to the partners, who can earn \$1 to \$2 million per year.

This system, which makes economic sense to law firms, makes little sense for young lawyers. This is because, historically, every salary increase has been tied to a corresponding rise in billable-hour requirements. In the mid-1980s, lawyers were expected to bill around 1,600 hours per year. By the 1990s, that figure had jumped to about 1,800 hours per year. But as salaries crept up, so did billables. In 2000, as a result of the dot-com explosion, almost every lawyer who wanted to work was employed, and the dearth of young associates left law firms and start-up companies creating even greater incentives to lure fresh faces.

In January of 2000, Silicon Valley firm Gunderson, Dettmer, Stough, Villeneuve, Franklin & Hachigian boosted first-year associates’ wages by 45% in a bold effort to attract new talent and retain its best associates. The move reverberated throughout boardrooms from coast to coast, and one law firm after another bowed to the trend and hiked up compensation packages. This trend became known as the “Gunderson effect.”

However, many of these same law firms quietly raised their billable requirements and slashed bonuses, as well. For several years, the funding demands for bloated salaries were satiated, but recently, firms have begun to raise salaries again. Today, incoming associates straight out of law school, many of whom have never held full-time jobs, now command starting salaries of \$150,000 plus bonuses but pay dearly for their incomes by taking on billing requirements reaching 2,200 to 2,400 hours per year.

The demands of keeping pace with such requirements are tremendous. At 2,200 hours per year, an attorney would have to bill slightly more than 40 hours every week of the year. However, unless an attorney is strapped to an IV and a catheter and never checks a personal email account or does a personal web search, he or she cannot possibly bill every minute of time spent at the office.

As a rule of thumb, Stracher says, 400 extra billable hours translates to about 600 more hours at work or approximately two to three more hours in the office each day. At 1,800 hours, lawyers must frequently work late into the evening. At 2,200 hours, lawyers might as well move cots into their offices. The big firms realize this and have converted their offices into micro-communities, complete with gyms, showers, cafeterias, ATM machines, coffee bars, vending machines, and sick rooms with cots and cold medications.

Yet the one factor that law firms have yet to automate is the human factor. Thus, the attorneys who are performing soul-draining tasks for hours on end are generally young associates in their early to mid-20s, fresh out of law school, with no real work experience. These same young associates are also frequently trying to balance their billable-hour requirements with six-figure student loan debt and the demands of life in

fast-paced urban environments, as well as the other developmental stressors they face as young adults—getting married, buying a home, having children, and watching parents age.

The strain of all of these compounded pressures is often blamed when attorneys reach for crutches to help them get through their days. “The legal industry lends itself to alcohol and drug addiction, suicide, job dissatisfaction, and a host of other problems,” said Susan Reigler, Clinical Director of Lawyers’ Assistance Program (LAP), Inc., in Chicago, IL. “The hours, the work expectations, the culture of drinking, the mentality of working, working, and then working some more—all of these things wear a person down, and then we see the rise in personal problems and addictions.”

In response, many states and bar associations have acknowledged the problem and have begun to strengthen their resources to help attorneys struggling with personal problems regain their senses of balance and self-control. Every state bar association has some type of assistance program that helps attorneys find the resources they need to deal with their problems in healthy ways and overcome substance abuse. Some states even have non-profit organizations that have been developed to assist legal professionals who are struggling with substance abuse issues.

For instance, in California, an organization known as The Other Bar provides confidential counseling and referral resources for California lawyers, judges, and law students grappling with alcoholism, substance abuse and other personal problems. According to Greg Dorst, one of The Other Bar consultants who himself is a former attorney now in recovery from drug abuse, attorneys tend to reach for drugs and alcohol to either keep them going in the face of relentless billable hour demands or to

help them relax after long days at the office.

Dorst, a former District Attorney for San Bernadino County, found himself addicted to crystal meth after he began socializing with clients who routinely used and dealt the drug. “I never thought I would become addicted to crystal meth,” said Dorst. I had used cocaine occasionally for 15 years and never became addicted to it. But the strength of the drug is amazing. Crystal meth is particularly alluring for lawyers because it can keep you up for hours and give you a Superman feeling so that you think you are doing more than you actually are. But then, very quickly, you get trapped in a cycle where you need to use the drug, and you can’t get off because you know that you would have to disengage from the practice of law for months in order to have the time to get off the drug, sleep, and recuperate from its effects.”

Dorst said that as his use of crystal meth increased, his career began a downward spiral. He left his Assistant DA position and began a solo practice in which he essentially traded legal services for clients who in turn kept him supplied with a steady supply of crystal meth. Yet in time, his habits caught up with him. Dorst was arrested on drug charges and wound up surrendering his law license and spending time in a California state prison.

Eventually, Dorst got clean and now finds meaning and purpose in his work at The Other Bar. He has learned the hard way that reaching out to people who are just beginning to dabble in drugs is critical to helping them avoid the havoc that full blown drug addiction can wreak in the lives of even the best attorneys.

“I was considered one of the better trial attorneys in San Bernadino County, and I thought that I had self-control

and was educated and would never be in the class of people whose lives were crumbling around them,” said Dorst. “But then I was unable to stop. Now, when I get a call from someone who needs help or who has a friend who they think is using, I call them right away and keep calling them, even if they push back initially, because early intervention is critical to stopping the inevitable cycle of addiction.”

Janet Piper Voss, Executive Director of LAP in Chicago, said that her office is also making a strong effort to speak with law students to help thwart addictions in the early stages. “Our goal is to help law students, as well as attorneys and judges, by reaching out to students early in their legal careers and planting a seed so that they know we are here if they need help or if their colleagues need help,” said Voss. “We’re already seeing a response, as we do have students coming for help with problems with stress, sleeplessness, and drug and alcohol addictions.”

To assure law students and attorneys that they have a safe place to go for help, Voss said that by law, LAP provides the same level of confidentiality between law students and attorneys and LAP staff members or volunteers that exists between lawyers and their clients. “We are diligent about this issue,” said Voss. “If someone calls with a concern about themselves or someone else, we explain our confidentiality guidelines right away. We’re 26 years old, and we have not had a single instance where someone’s confidentiality has been breached.”

When attorneys or law students reach out to LAP for help, the program provides an initial assessment and resources, said Voss. “We generally meet with the individual, either in person or by phone, to make an initial assessment of the problem. Then we try to get them referred to a treatment program,

either outpatient or residential. We have wonderful resources, and we are very good at being able to link an attorney to a treatment program that can provide the right help.”

While lawyers at large firms can usually get help by taking medical leave and having treatment covered through medical insurance, attorneys in smaller firms or in solo practice often face tremendous challenges when trying to kick their habits. In such cases, the staff at LAP tries to help in any way possible to assist attorneys with learning to care for themselves and their needs for health and balance.

“Attorneys don’t always take very good care of themselves—they don’t balance their lives, and we want to help them do this,” said Reigler. “Part of our goal as a Lawyers’ Assistance Program is to change this trend by helping lawyers take care of themselves.”

Although they face uphill battles, attorneys can overcome addictions to drugs, said Reigler. “With lawyers, if they still have a job or a circle of family and friends, they can make it to recovery. Lawyers do tend to be highly accountable people, by and large. Doctors and lawyers, unlike some professions where there is less accountability, do have more to lose, and they have something inside of them that can keep them pushing forward. I am always astounded by people in recovery; it’s so impressive to see someone pull through a dark place.”

Like Reigler, Noe acknowledges that even within the legal industry, there is help for attorneys who want it and who will reach out for assistance. However, Noe also acknowledges that the public can at times be slow to forgive attorneys who make missteps.

“The public can look at members of the legal profession and assume that they’re

right on track and wouldn’t do anything wrong,” Noe said. “Students and attorneys have a hard time admitting that they have a problem because of pride, and they need to learn to ask for help. But the public also needs to know that lawyers and law students do have problems, and yet they can overcome these problems.”

Project Runway...

CONTINUED FROM PAGE 65

warns, men should stay away from shirts in wild colors and/or ties with graphics such as cartoon characters, animals, or smiley faces. Yes, Sponge Bob ties do affect your credibility. One of the models representing this category in the show donned black slacks, black shoes, a black belt, a blue shirt, and a tie with an understated design on it, owning the runway like he just stepped off the pages of the latest *GQ*. As this outfit illustrated, Brewton thinks it’s best to stick with subtle colors, stripes, and simple, muted designs--because the truth is, after you factor in that winning personality of yours and your traffic-stopping smile, any additional flair would just be ridiculous.

Casual Firm Function

Females: For casual firm functions such as firm picnics or barbecues, Brewton gravitates toward long city shorts that hit just above the knee, modest skirts, or slacks paired with tasteful shirts. She says to avoid spaghetti straps, anything tight or short, spike heels, jeans (unless you absolutely must wear them), and your favorite flip-flops with the holes in the soles. In the fashion show, the model epitomized casual style in black city shorts, a white top, a red belt, and sandals with wedge heels. For more casual events like these, don’t

be shy about adding a little color here and there. Just remember that these people are your coworkers, and you will be seeing them on Monday morning. Therefore, it’s in your best interest to make sure your see-through sundress and stiletto heels are *not* the main topics of conversation around the water cooler.

Males: Casual firm functions are a little easier to navigate for men. Brewton once again chooses classic over trendy and advises men to country-club it in slacks or nice jeans, a belt, and a polo shirt. Although some things should go without saying, Brewton admonishes men not to wear anything with holes, t-shirts, or flip-flops. As a general rule, it’s always best to dress to impress at firm functions, even if they are casual, and save your comfy duds for Monday night football with the boys.

Dinner with a Partner/Client

Females: For women, the perfect outfit to wear to a working dinner with a partner or client is summed up in three simple words: little black dress. If you are a woman, chances are you own one, and this is the perfect occasion to pull it out. However, Brewton warns against dresses that are actually too “little,” tight, or low-cut. Make sure your dress is tasteful before heading out on the town. Males: Men should plan to wear nice slacks, a button-down shirt, a blazer, and a tie if the restaurant requires one.

Formal Firm Function

When going to a formal firm function, Brewton advises both men and women to follow the same guidelines as they would if they were going to dinner with partners or clients.

8. Judas Priest – Breaking The Law

Having successfully melded Black Sabbath's dark lyrics with Led Zeppelin's crack-fueled riffs, Judas Priest's influence in heavy metal is unquestionable. In the late 70's, they single-handedly spearheaded the New Wave of British Heavy Metal, paving the way for thrash bands like Metallica. "Breaking The Law" does not boast the best lyrics (its chorus is composed of the repetitive chant/growl of "breaking the law"), but the song composition is pure rock-out fun. Between the fast guitar riffs, the faster drumbeats, and a hilarious sound sampling of a police siren, you'll have your head bobbing in no time to the raucous of these leather-clad outlaws.

9. N.W.A. – Fuck Tha Police

"Fuck Tha Police" epitomizes gangsta rap with a whole lotta funk. The lyrics are so explicitly violent and unapologetic that the FBI sent a letter to rapper Eazy-E's Ruthless Records, warning the band to watch their step. The song, much like a play in three acts, is broken down into four roles: Dr. Dre as Judge Dre and three prosecuting attorneys; Ice Cube, MC Ren, and Eazy-E. The three rapper's vitriolic lyrics prosecute police for their injustices while revealing society's negative stereotypes and the rappers' deep-seated frustrations. This song stirred great controversy in the late 80s for its explosive lyrics, but more importantly, it brought gangsta rap to

our musical forefront.

10. Paul McCartney & The Wings – Band on the Run

It's a given: Paul McCartney crafts really catchy pop songs. "Band on the Run" is no exception. Although McCartney wrote this song with his new band, The Wings, it distinctly reminds me of that train scene in The Beatles' "A Hard Day's Night" where the rock quartet is chased by their legion of girl fans. The lyrics, though obviously about a band of fugitives on the run, is ambiguous enough that it can be about a band of musicians running away from their celebrity status. Not only is this song kind on the ears, but it's also very clever.

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			3					

Weekly Sudoku Puzzle

Enter digits from 1 to 9 into the blank spaces. Every row must contain one of each digit. So must every column, as must every 3x3 square.

12/11 ★★★★★ © 2006 Copley News Service/websudoku.com

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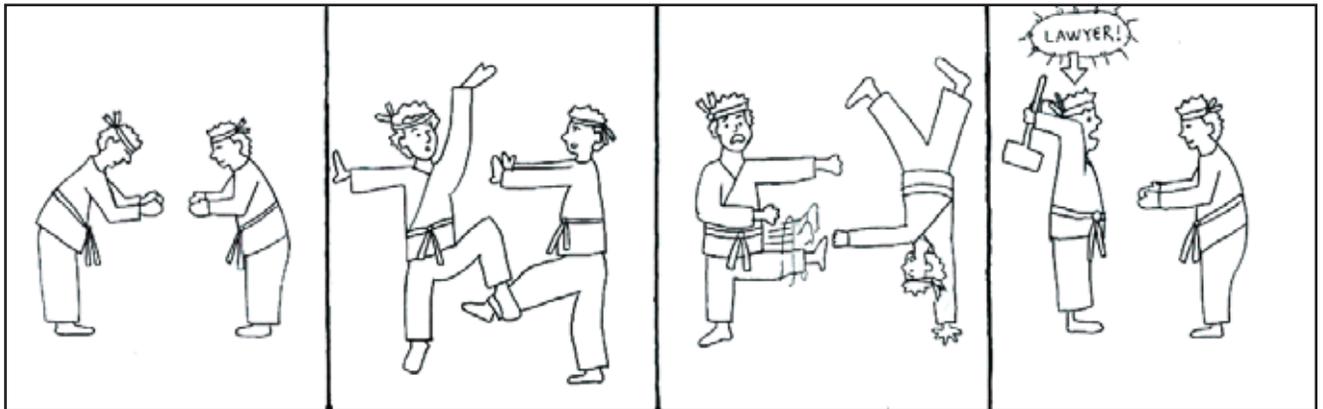
Stars
Stop at each star (*), then skip to the next number and start your line again. End ★ 153

By David Kalvitis © 2006 Monkeying Around

BESTSY PUZZLE

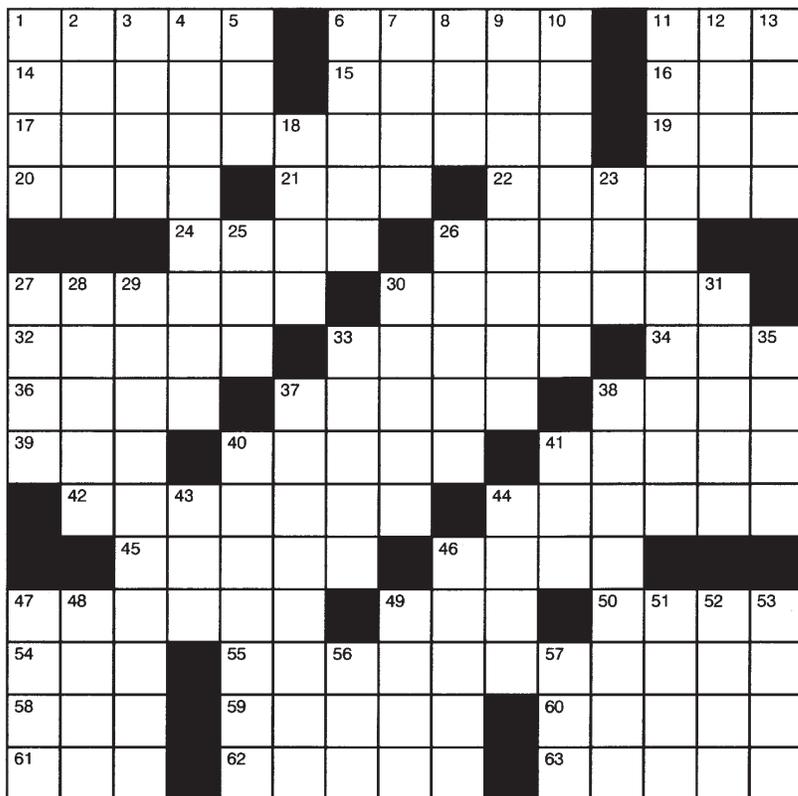
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COMICS



CROSSWORD PUZZLES

LETTERED



COPLEY NEWS SERVICE

By Charles Preston

ACROSS

- 1 In the lead
- 6 Strikebreakers
- 11 Cribbage piece
- 14 ___ diem
- 15 Gem weight
- 16 Gob
- 17 Gilbert and Sullivan opus
- 19 ___ was saying . . .
- 20 Villa d' ___
- 21 Afore
- 22 Wore a smile
- 24 Church recess
- 26 Mme Curie
- 27 Arboreal Australian marsupials
- 30 Supervisors
- 32 Brownish-yellow
- 33 Ghastly
- 34 Go one better
- 36 Got: abbr.
- 37 Trig function
- 38 A ___ a minute
- 39 Ms. Sothern
- 40 City on the Rhine
- 41 One of Columbus' three
- 42 Cut
- 44 Tarry

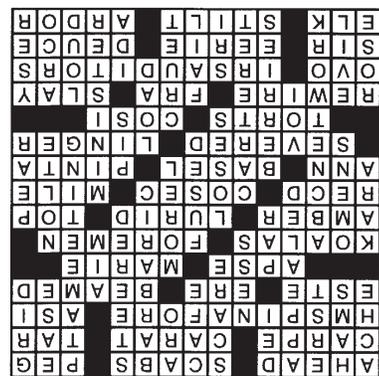
- 45 Civil wrongs
- 46 "___ Fan Tutte"
- 47 Do electrical work again
- 49 Monk
- 50 Do in
- 54 Ab ___: from the beginning
- 55 Taxpayers' nemeses
- 58 Knightly title
- 59 Macabre
- 60 It's sometimes wild
- 61 Moose
- 62 Clown's perch
- 63 Passion

DOWN

- 1 Pine
- 2 They overact
- 3 Once, once
- 4 Pled
- 5 Agnus ___
- 6 Say boo!
- 7 Bistro
- 8 Orinoco tributary
- 9 Uncivilized
- 10 Took the wheel
- 11 Grade school event
- 12 Facilitate

- 13 Lattice
- 18 Loch ___
- 23 Goal
- 25 Duffer's dream
- 26 Edible mushroom
- 27 Sen. Kennedy's daughter
- 28 Portents
- 29 It carries Jeopardy
- 30 Joined
- 31 Nick, of films
- 33 Comes in second
- 35 Bosc
- 37 British statesman John
- 38 Clergyman
- 40 Goose and blue
- 41 Omicron followers
- 43 "___ Che Sapete": Mozart aria
- 44 Laundry unit
- 46 Vinegar bottle
- 47 Stood
- 48 Immoral
- 49 Get an F
- 51 Noisy
- 52 Sacramento arena
- 53 Flanders river
- 56 ___ Lanka
- 57 Ms. Lupino

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Credit Card Type (please check one): Visa MasterCard Amex

Credit Card Number: _____

CVV (3 to 4 digit number on the back of the credit card): _____

Expiration Date: _____ Phone Number: _____

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